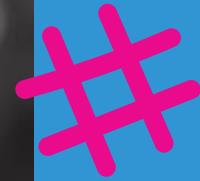




ANNUAL REPORT 2023-2024





VISION

Making
young
lives shine

MISSION

Udayan Care, with its unique approach to family strengthening, provides nurturing and safe spaces to at-risk children and youth; empowers vulnerable adolescent girls through higher education; offers underserved communities digital and vocational training – to enable them to build agency and lead a dignified life. Through research, training, and conferences, Udayan Care advocates for evidence-based practices and impacts policies on family strengthening and alternative care for children and youth without parental care.

VALUES

Compassionate

To serve with love

Inspiring

To motivate and to be motivated towards purposeful action

Respectful

To trust and be fair to all, every voice matters

Competent

To be highly skilled and constantly learning

Accountable

To take full ownership of actions and outcomes



FOREWORD

**"Life's a game of chance and skill, we stand prepared and strong,
With hope as our compass, we guide young hearts along."**

As Udayan Care completes a glorious **30 years**, I am filled with immense pride and gratitude for our remarkable journey together. This year, we also celebrate 20 years of the **Udayan Shalini Fellowship** Program, which has transformed the lives of thousands of young women, and a decade of our academic journal **Institutionalised Children and Beyond**, dedicated to advancing knowledge and advocacy in alternative care. These milestones are more than just anniversaries; they represent the countless lives we've touched and the collective impact of our shared mission to empower children, youth, and families.

The theme of this year's Annual Report is **Tic-Tac-Toe**—a game of chance and skill, symbolizing life's intricate balance. Our programs are designed to equip children and young adults with the essential life skills they need to navigate a world that is often complex and unpredictable.

At Udayan Care, we focus on building mental strength and resilience, encouraging positive thinking, and nurturing the adaptability required to thrive in an ever-changing landscape with our **Child and Youth Care** programs. Through our **Udayan Ghar Program**, we offer children needing care and protection and the stability of a loving home. With restoration to families as our prime objective, those who cannot be restored grow up in our homes. At the same time, our **FiT Families Together** initiative strengthens at-risk families, ensuring their children don't end up in institutional care, but remain in their families. Our **Aftercare Program** continues to empower young adults, those growing up in our Ghars, and our **Aftercare Outreach Program** serves those from different childcare institutions with the education, skills and all the wrap-around support necessary for independent living, bridging the gap to a brighter future.

Our **Education and Empowerment** initiative, the **Udayan Shalini Fellowship** program, aims to create opportunities for girls to access quality education, develop their personality, build employable skills, and receive mentoring and mental health support they need to acquire the necessary resources and build resilience to navigate life's complexities.

The program, a testament to our collective efforts, has expanded to **34 chapters** across **13 states**, reaching nearly **6400** girls in the last financial year.



Our **Skilling & Livelihood** program equips youth and women from underserved backgrounds to sharpen their skilling abilities and employability skills and improve their chances of securing employment or setting up their own ventures. This initiative enhances their employability and opens doors to economic stability and a brighter future.

Our **IT centres** enrolled **3,511 students** this year and facilitated **1,884 placements**.

Our programs can give that extra edge to our youth as they dedicatedly counsel and mentor them.

Similarly, our **Advocacy, Research, and Training (ART)** efforts reflect this theme by advocating for alternative care through building a body of knowledge through research, spreading awareness through conferences and publications, and equipping child and youth care professionals with the skills needed to foster safer and more nurturing environments for young care leavers to skillfully navigate life's challenges as they integrate with society and lead a dignified life. During the year, working closely with the state governments of Madhya Pradesh, Bihar, Delhi and Telangana, offering them technical support on family based alternative care and aftercare, has been a fulfilling and learning experience.

This year has been one of growth and profound impact. We continue to run **13 Udayan Ghars**, supporting **189** children, while **4** of our Aftercare units guide **56** young adults raised in Udayan Ghars. Our family reunification efforts have joyfully reunited **307** children with their biological families.

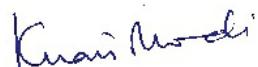
Our **Aftercare Outreach Program (AOP)** expanded this year to include a new chapter in Patna, Bihar. So far, it has reached **431** CLs across **5 state** chapters, with over **200** of them being placed in jobs and starting their journey of mainstreaming in society.

Through our **Families Together Program**, we actively support **65 families** in Delhi, working to keep children within the warmth and security of their homes. By strengthening these families, we help prevent the need for institutional care, ensuring that children grow up in nurturing, familiar environments.

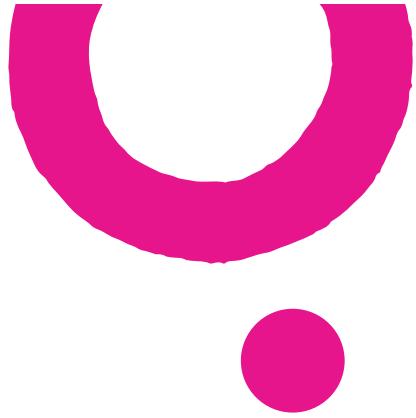
Our **Institutionalised Children Explorations and Beyond (ICB)** is an international, bi-annual academic journal launched in **March 2014**. It focuses on family strengthening and alternative care for children without parental care. In its **21st issue**, ICB continues to influence policy reforms and care practices. Recognised by the UGC and published with Sage Publications, it remains a vital platform for advancing knowledge and dialogue in the sector.

Reflecting on these achievements, I sincerely thank everyone who has walked this path with us. Our Board Members, Trustees, mentors, volunteers, donors, and corporate partners, your unwavering belief in our mission, combined with the tireless efforts of our team, has made all of this possible. Your support and dedication are invaluable, and we sincerely appreciate your contributions. Together, we have created a ripple of change that will continue to grow for generations.

I invite each one of you to stay with us and join us as we continue this journey of empowering children and young adults to navigate the game of life confidently, making thoughtful moves toward a future filled with hope and opportunity.



Founder & Managing Trustee
Udayan Care



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ECHOES OF 30 *Years*

Over the past three decades, Udayan Care has been shaped by the people who have been part of its journey. Each voice, from caregivers to recipients to our partners, has contributed to our legacy. In this special segment, those who have been with us share their experiences of growth, hope, and transformation, reminding us that our collective spirit drives lasting change.

REFLECTIONS FROM OUR RECIPIENTS

A friend introduced me to the Vinod Nagar IT Centre, where I enrolled in a 6-month graphic design course. The intensive training and mentorship from staff and alums helped shape my career. After interning at Soma Creatives, I joined Physics Wallah as a Graphic Designer, where I now lead the design team. The best part is giving back - 10 of my team members are from the same centre, and my parents couldn't be prouder.



Ravi Manjhi

– Alumnus, IT Program



As a Shalini, I've learned more than just medicine. My journey began with limited resources, but USF's guidance and support have been instrumental. They've helped me build a strong foundation from career counseling to life skills. Being a Shalini isn't just a title; it's a mindset of dignity, independence, and the power to bring sunshine into your life.

Fenila

– Alumna USF

At four, I lost my parents and wandered the streets. Found by the police, I was sent to a village home. A miracle occurred when Dr. Kiran Modi, our Bua, visited and took us with her. I was among the first Udayan children. Bua and Isabel Aunty became our mentor mothers, guiding us in all aspects of life. With Bua's belief, I moved from Tagore International to Sanskriti School. After a higher diploma, I worked in prestigious hotels. Today, I am a senior executive in a U.S. - based healthcare company. I am truly blessed to be a Udayan child - my life transformed.



Kiran Udayan

– Alumna, Udayan Ghar



I'm the daughter of an auto-rickshaw driver. The Udayan Shalini Fellowship (USF) has been crucial to my journey to becoming a Post-Doctoral Fellow in Physics. Joining USF in 2007 transformed my life. Beyond financial support, it provided mentorship, leadership development, and a sense of social responsibility. These experiences fueled my ambition and helped me achieve academic excellence. I earned degrees from Asutosh College, IIT Kanpur, and IIT Kharagpur. My post-doctoral studies at JNCASR and VECC in Kolkata testify to USF's impact. Udayan Care's unwavering support turned my dreams into reality.

Triparna Mondal

– Alumna USF

PARTNERS IN IMPACT



VANDANA GUPTA

Director Software Engineering, Adidas

Thrilled to congratulate Udayan Care on their incredible 30-year journey! It's been inspiring to be associated with their amazing initiatives. Spending time with the children and being part of their projects has been truly moving. Seeing their resilience, joy, and growth is extraordinary. I deeply admire Udayan Care's commitment to nurturing and empowering children. This is a fantastic opportunity to reflect on our shared moments, the lives we've touched, and the bonds we've formed. I'm excited to contribute to this milestone and continue our partnership for many more years.



PN SUDARSHAN

Corporate Responsibility Leader, Deloitte India

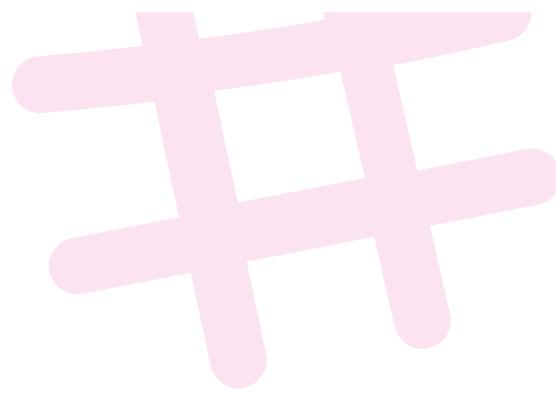
Over the years, Udayan Shalini Fellowship's unwavering focus on each girl's holistic development, exposure, and future has enabled us to create multiple joint initiatives. From the 'Walk of Inspiration,' where our seniormost leaders and the students engaged in mutually inspiring conversations, to the students participating in various exposure visits across our offices (including in smaller cities), to them taking on roles as emcees and managing registration desks at our business events, the Shalinis have consistently surpassed our expectations. We've also had the opportunity to support Udayan Care in empowering girls through diverse skill workshops conducted by our volunteers. This includes our Learning and Development team or Cyber-related domain leads sharing their expertise through mentoring. These programs have reaffirmed our belief in the power of realising a shared vision through multiple deep avenues. Together, we hope to build better futures.



DEEP KALRA

Founder & Chairman, MakeMyTrip

I am beyond delighted to see Udayan Care turn 30! I distinctly remember meeting Kiran Ji in 2000. My colleagues and I would visit the Sant Nagar home on weekends to teach the girls Math and English. What Udayan Care has achieved in these 3 decades is staggering in terms of the impact on the lives of thousands of children; knowing Kiran Ji and her team, I'm not surprised. Udayan Care, spearheaded by the tireless Kiran Modi, is doing God's work on Earth, and it's been an honour to work with them. May the coming decades be even more rewarding!



Ajay Zharotia

Artist



As Udayan Care marks its 30th year of transforming young lives, my family and I take immense pride in this incredible journey. I designed the first logo for Udayan Care, a symbol that has since become synonymous with the organisation's unwavering commitment to nurturing vulnerable lives. My father, Jai Zharotia, was deeply involved with Udayan Care right from its beginning. He worked closely with Dr. Kiran Modi, serving as a guiding light and helping the organisation grow through fund-raising activities, art camps, and graphic printing workshops. Dr. Kiran Modi's tireless dedication, single-minded focus, and passion have been truly inspirational, setting the foundation for what Udayan Care stands for today. We hope the legacy of love, care, and transformation will flourish, lighting the way for future generations.

Madhu Gupta

Mentor Mother, Udayan Ghar



27 years of nurturing young minds has been a journey unlike any other. Each child's unique story has left an indelible mark on my heart. The most rewarding part is witnessing their academic and personal growth and knowing our bond is forever. I wish Udayan Care continues to grow and allow even more children to thrive. I have great faith in Udayan's ability to provide these children with a truly nurturing and supportive environment, giving them the gift of LIFE.

G.P. Todi

Founder Trustee (Retd.)

Hearty congratulations to the Udayan Care team for an excellent job done in the last 30 years. It's a feat achieved by your dedication and hard work! Nurturing children's dreams and allowing them to dream is the noblest service, and your commendable programs have achieved that. Keep touching hearts and felicitate to Udayan Care!



Dr. Parul Patel

Vice President, Parul University

I initiated the Udayan scholarship for 10 female students, hoping their bright futures would foster gratitude for society. Additionally, I sponsored an orphan, believing he would one day extend the same support and gratitude to others in similar situations. It's a chain reaction: one student helped by me helps 10 more in the future.





Amod Kumar Kanth

Former IPS and Director of Prayas

Three decades in the life of an organisation like 'Udayan Care' deserves to be acknowledged. I have been a close and curious witness to their remarkable work with children in difficult circumstances all these years. Of the many valuable programs this organisation has developed over the years, the Aftercare model of services they created is unique. It is particularly so since the non-institutional rehabilitation and social reintegration programs have not taken shape in the country, while Udayan Care has developed them with extraordinary elan. I join all our friends and admirers in celebrating the 30th Year of the transformational journey of Udayan Care.



Stuti Kacker

Former Chairperson National Commission for the Protection of Child Rights

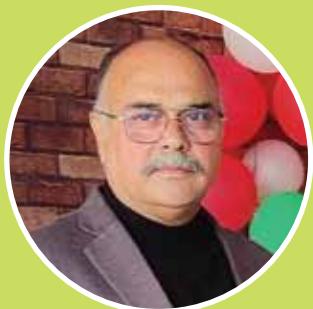
I congratulate Udayan Care on completing 30 years of its journey of providing yeoman service to our community and our vulnerable children by successfully hand-holding them to navigate life's complexities with guidance and support. So far, Udayan Care has positively impacted over 40,000 young lives across 15 states in India through its transformative programs directly while reaching millions more through advocacy and its programmatic efforts. As Chairperson National Commission for Protection of Child Rights, I always depended on Dr. Kiran Modi for the right counsel concerning child protection issues.



Dolly Anand

Mentor Mother, Udayan Ghar

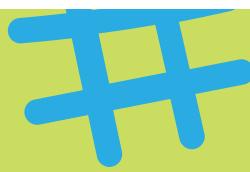
My journey with Udayan Care began 26 years ago. At 9, I prayed to God to bless me with the ability to become a good mother. God answered my prayer when, at 60, I was entrusted with Udayan Care and became capable of nurturing many children. My life's treasure chest has been filled with the most precious jewels of love and affection from countless children - those currently living in the children's home and alumni settled in their careers and marriages. I truly hope that Udayan Care continues its outstanding work for many years. With God's blessings and the dedication of its wonderful team, I am confident this great work will thrive in the future.



Ranjan Ghosh

Mentor Father, Udayan Ghar

Spending the past 20 years with the children and young adults at Udayan Care has been a journey of profound growth and learning. It has deepened my empathy and patience while sharpening my leadership, mentoring, and communication skills professionally. Navigating the challenges of guiding young minds has strengthened my adaptability and problem-solving abilities. The greatest reward has been witnessing my children achieve their goals and thrive in society, a testament to the incredible support and community at Udayan Care.



SL Jain

Co-Convenor, USF Program

One unforgettable experience has been witnessing the transformation of the Shalinis who joined the Udayan Shalini Fellowship (USF) program. Despite excelling academically, these young women from marginalized backgrounds initially struggled with confidence and communication skills. Through our training programs and mentorship interactions, these girls blossomed remarkably. Under the remarkable leadership of Dr. Kiran Modi, I am confident that the USF program is set for continued growth and success. The organization is expanding its reach, impacting more lives, and spreading its positive influence further.



Maya Gupta

Founder Director & Principal of Universal Public School, Preet Vihar

I feel deeply privileged to be associated with Udayan Care, a renowned organization dedicated to providing a nurturing environment for deprived children, including those who have been abandoned or require protection. I eagerly leverage my expertise in education to empower these children, helping them to reach their full potential. I aim to make a meaningful difference and experience a sense of fulfilment by supporting their educational journey. Congratulations on completing three decades of transforming young lives into beacons of hope. The efforts of the dedicated lifetime volunteers have been truly significant, and they have worked tirelessly together to provide love, protection, and guidance to these children. I am committed to continuing this legacy of excellence in our shared journey forward.



Madhulika Sen

Senior Education Advisor, Tagore International School

As educators, we hold a profound responsibility to society. If we can contribute even the smallest way to shaping a brighter future for our children, that is the greatest satisfaction. Partnering with Udayan Care allows us to further this mission. Together, we guide and support children, helping to pave the way for their success and, in turn, a better tomorrow for all.



Suniti Dhindsa

Director, SDC

I have been deeply associated with Udayan Care for nearly 25 years, and it has become an integral part of my life. I first met Dr. Kiran Modi at the Sant Nagar home, and her inspiring vision and relentless commitment to children left a lasting impact on me. Over the years, I've seen Udayan Care grow and touch countless lives, and I am confident that it will continue to reach new heights, climbing many high mountains and expanding its positive influence. I foresee a bright and promising future for Udayan Care, whose mission will impact even more lives and communities.



VOICES OF VISION FROM OUR BOARD AND TRUSTEES



Rukmini Haldea
– Trustee

My journey with Udayan Care began in 2000. I'm grateful for the opportunity to contribute to child and women's development. The organization taught me that commitment and love are more important than the amount we give. From volunteer to Trustee, it has shown me that we can make a significant difference in the lives of underprivileged children and women with teamwork and inspiring leaders. It has taught me that it's not about what you have accomplished but what we, as a committed group, have done to uplift others.



Sanjay Gupta
– Trustee

I met Dr. Kiran Modi in 2007. Her energy and relentless pursuit to bring light into young lives left a lasting impression on me. Being part of this journey has taught me to appreciate and value the diversity that various stakeholders bring to the cause daily. I'm inspired by the personal excellence shown by many as they overcome challenges to drive results. We must build on the platform she has created, aspiring to reach millions nationwide. I am committed to achieving that goal.

Akansha Arora
– Advisory Board Member



Over the last three decades, Udayan Care has dedicated itself to transforming the lives of underserved children, women, and youth. Witnessing them nurturing resilience, confidence, and self-reliance has been a privilege. As a volunteer and advisory board member, I'm deeply committed to Udayan Care's purpose and vision. Our work is far from over. May the next 30 years see us continue to nurture underserved youth and foster an environment where they can thrive and find their purpose.



Sameer Mehta
– Advisory Board Member

Being associated with Udayan Care for over 18 years has been an honor. The drive to give back to society has been my guiding force, and seeing vulnerable children bloom into confident, self-reliant individuals is truly rewarding. Udayan Care's dedication to child and youth care, education, and skilling empowers these children, helping them overcome adversity. Our shared passion for giving back creates a lasting bond with this remarkable NGO. My journey has been like nurturing a garden, watching each child blossom into their fullest potential with care and opportunity.



Deepak Sharma
– Trustee

Since 2009, I have volunteered with Udayan Care and now serve as a Trustee. I've been deeply committed to empowering women and children from economically weaker sections across India. My corporate network and BNI membership support me in raising funds and assisting Udayan Care's growth. In 2022, I authored WINGS to FLY and am incredibly grateful for the personal and professional growth this journey has offered me. I dream of seeing Udayan Care's presence in every Indian state by 2030. In the end, I express my gratitude to Udayan Care for giving me the opportunity to volunteer with them.

EMPLOYEE CHRONICLES



Shalini

Communications Manager

Being a part of this organization has been deeply fulfilling. It has enriched my life with purpose and joy, seeing the tangible differences we make in the lives of our beneficiaries. It has also taught me the importance of patience, empathy, and the power of community support. I am deeply grateful for the opportunity to participate in such meaningful work, and I encourage others to seek similar opportunities that can bring purpose and joy to their lives.



Harishankar

Regional Coordinator, UCIT Program

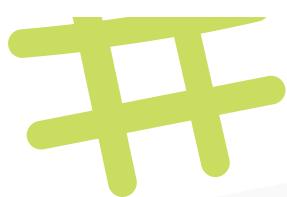
Joining Udayan Care in 2007 began a transformative journey for me. Through their IT initiative, I gained technical skills to support my family. Udayan Care saw potential in me when I was still shy and uncertain, guiding me to develop confidence, communication, and leadership skills. From trainee to Regional Coordinator, they helped me grow into a leader, and I carry that empowerment with me every day.



Arun Gupta

Senior Manager, UCIT Program

My decade-long journey with Udayan Care has been a testament to my personal and professional growth. I've advanced my career and transformed my life from starting as an IT trainee to managing 22 IT skill training centres across six states. Udayan Care's unwavering support and mentorship have empowered me to live with dignity and become a responsible son, finally able to support my mother after all her struggles. Every milestone I've achieved reflects the opportunities I found here.



Chanda Tiwari

Care Giver

No praise will ever be enough for Dr. Kiran Modi; words simply fall short. Her kindness and compassion are truly moving. She treats everyone with deep respect and genuinely cares for their well-being in joy and sorrow. Dr. Modi ensures the children's health is prioritised, arranging the best medical care for them. The children respect her like a mother, which has touched me profoundly. Even today, she remains ever-ready to support us whenever needed.

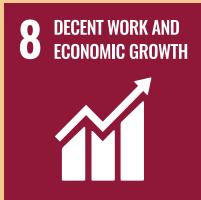


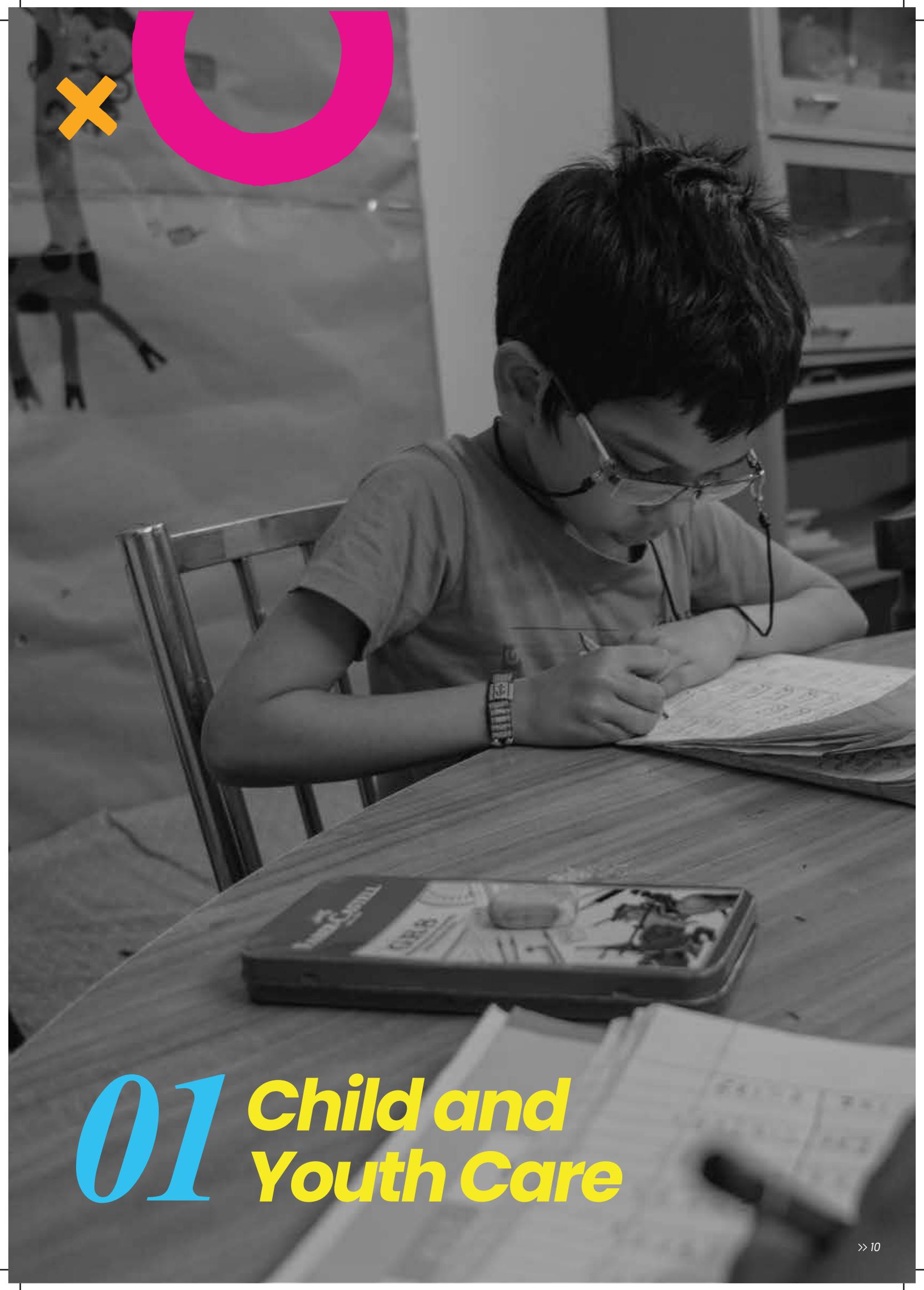
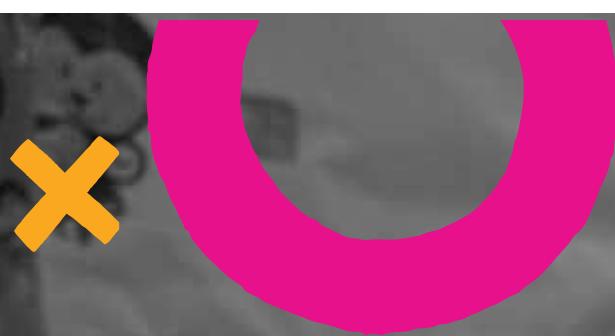
Rajeev Kumar

Assistant Director, Accounts

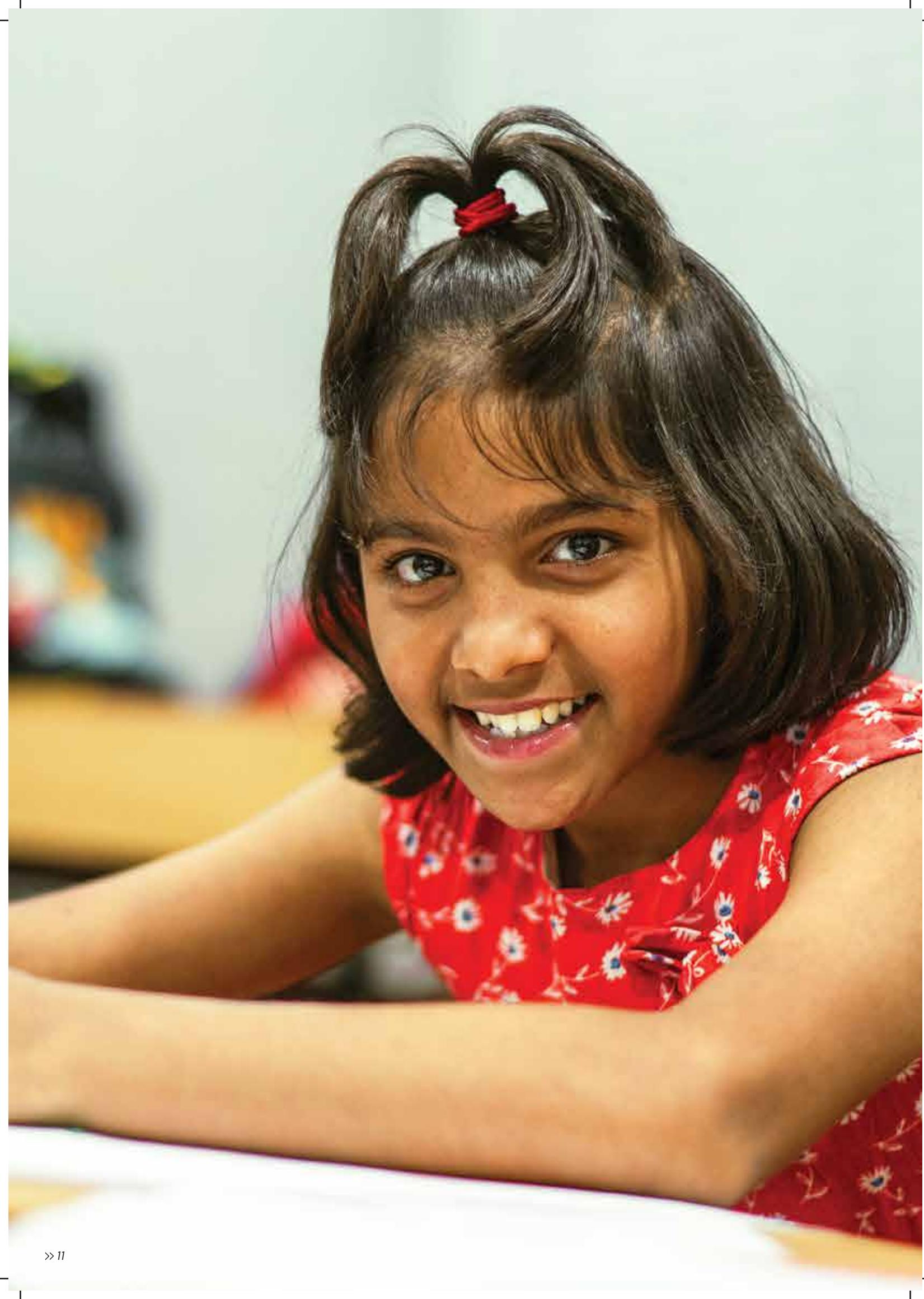
Udayan Care fosters an open, inclusive work environment where employees feel valued and safe. The culture here is one of mutual respect and support, providing ample space for both personal and professional growth. In the past 15 years, Udayan Care has empowered me to pursue my goals while offering a sense of security and belonging, making it a place where I've thrived and grown in every aspect of my life.

SDGs





01 Child and Youth Care



01

CHILD AND YOUTH CARE

At **Udayan Care**, we understand that life is a delicate game of strategy and chance - much like **Tic-Tac-Toe**. With every move, there's an opportunity to win, but also the unpredictability of challenges. Our work in Child and Youth Care (CYC) mirrors this balance. We empower children and youth who need care and protection by equipping them with essential life skills to face life's uncertainties with mental strength and resilience.

Our approach goes beyond simply providing support-transforming the conditions that place children and youth at a disadvantage.

By acknowledging the absence of a family safety net and the hurdles it creates, we tailor our interventions to offer every child and young adult a fair chance. Just like in Tic-Tac-Toe, where strategic moves are essential, we ensure that we are there at every stage of their journey, from childhood to adulthood, helping them make informed decisions and develop the skills they need to become independent and contributing adults.

While life is unpredictable, every child can confidently face whatever comes next with the right combination of skills, strategy, and resilience.

Programs Representing our Child and Youth Care Efforts



Udayan
Ghar



Udayan
Ghar Aftercare



Aftercare Outreach
Program (AOP)



Families
Together (FIT)



Learning In Fellowship
Together (LIFT)

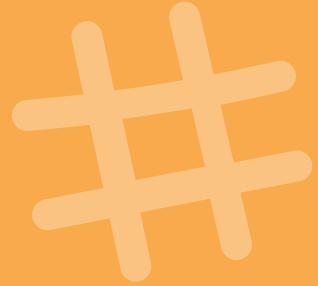


Care Leavers'
Networks



State Programs in
Alternative Care & Aftercare





Udayan Ghar

About the Program

The Udayan Ghar Program is a beacon of hope for orphaned, abandoned, and at-risk children in India. This initiative has transformed lives for nearly three decades through its unique LIFE (Living In Family Environment) Model. Since its inception, we have nurtured over 2,205 young souls across 13 Udayan Ghars and 4 Aftercare facilities, providing shelter and a loving family environment where dreams take flight.

Udayan Care remains deeply committed to reuniting children with their families whenever possible, prioritizing family strengthening as a core value. We consciously work towards this goal, ensuring the restoration process is conducted through the Child Welfare Committee (CWC). Since our inception, we have successfully restored 2,406 children to their families, fostering stronger family bonds and brighter futures.

Need of the Program

In a world where countless children face the harsh realities of abandonment and loss, the Udayan Ghar Program addresses a critical need. These vulnerable young lives require more than just basic necessities; they need a nurturing environment that fosters emotional growth, builds resilience, and prepares them for a fulfilling future. Our program fills this void, offering a holistic approach to child care beyond institutional support, creating a home where children can heal, learn, and thrive.



A photograph of a young girl with long dark hair and a woman with white hair laughing together. The woman is wearing a blue patterned dress. The background is a plain wall.

Salient Features of Udayan Ghar

01 STRATEGIC LOCATION

Our Udayan Ghars are intentionally situated in active, middle-class communities. This strategic placement serves a dual purpose: it normalizes the living experience for our children and facilitates their seamless integration into society. Growing up in these environments, our children naturally absorb social norms, build community connections, and develop the skills needed to thrive in mainstream society.

02 GROUP MODEL

Each Udayan Ghar cares for 10-12 children, creating a close-knit family unit. This model strikes a perfect balance—it is small enough to provide individualized attention and create a family atmosphere yet large enough to foster important social skills and peer relationships. This approach ensures no child feels lost in the crowd while benefiting from a diverse, supportive community.

03 LIVING IN FAMILY ENVIRONMENT STRATEGY

Our LIFE approach is the cornerstone of Udayan Ghar. It goes beyond providing basic care; we recreate the nurturing dynamics of a loving family. Children experience consistent care, emotional support, and the stability of long-term relationships. This model helps heal past traumas and builds the foundation for healthy emotional development and future relationships.

05 MENTAL HEALTH PROGRAM

A team of specialists addresses our children's psychological needs, helping them overcome past traumas.

07 CONTINUOUS IMPROVEMENT

Regular internal audits and capacity-building workshops ensure we maintain the highest standards of care.

09 COLLABORATIVE APPROACH

Various specialized committees, including the Alumni Committee, Aftercare Committee, Special Needs Committee and Education Committee, work tirelessly to address specific aspects of our children's needs. These committees bring together diverse expertise, ensuring that decisions are made collaboratively and with a holistic view of child welfare.

04 DEDICATED MENTOR PARENTS

At the heart of our LIFE strategy are our Mentor Parents-committed volunteers with parenting experience who dedicate themselves to our children's growth. These mentors provide more than just supervision; they offer life guidance, instil values, and create the emotional bonds crucial for healthy development. Their long-term commitment ensures stability and continuity in our children's lives.

06 QUALITY EDUCATION AND SKILL DEVELOPMENT

Our program provides tailored educational support and access to quality schools, complemented by tutoring and mentoring. For those facing academic challenges or late joiners, we offer vocational training, ensuring every child has the opportunity to build a self-reliant future regardless of their background.

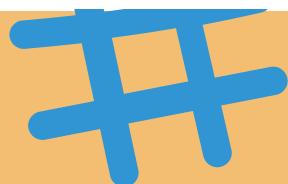
08 CARER TEAM

We provide a stable carer team that includes mental health professionals, social workers, and caregiving staff. The team aligns with mentor parents, creating a cohesive atmosphere for children's development.

10 MANAGEMENT AND CHILDREN'S COMMITTEE

Our Management & Children's Committees are unique platforms where children actively participate in decision-making. These committees promote open communication, problem-solving skills, and a sense of ownership among our children. We nurture confidence, responsibility, and leadership skills by giving them a voice in matters that affect their lives.





Mental Health Program

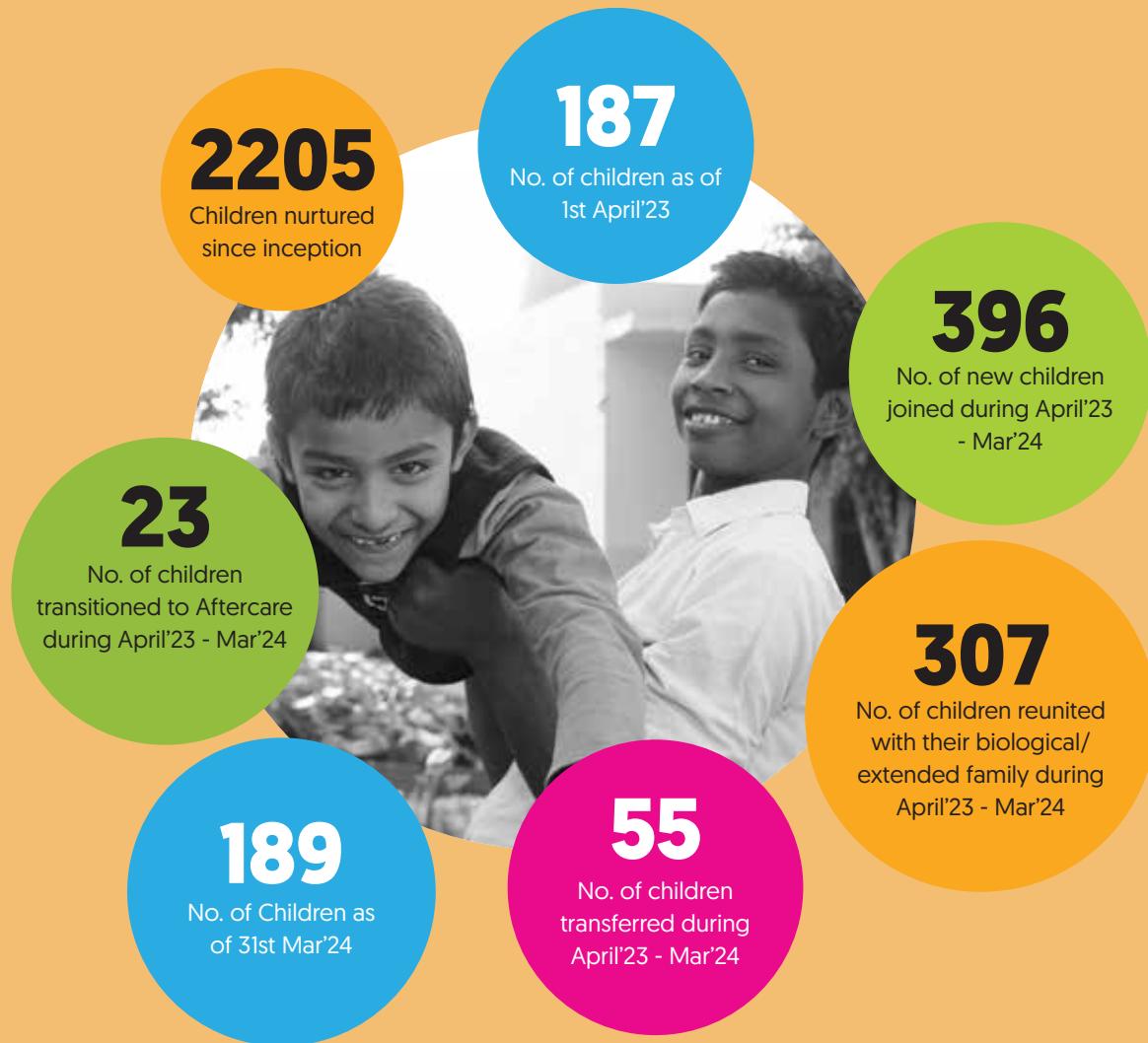
Udayan Care's Mental Health Program addresses the psychological needs of children in alternative care settings who often carry traumatic experiences. Led by Dr. Deepak Gupta, a Child & Adolescent Psychiatrist, the program involves a multidisciplinary team including social workers, program officials, psychologists, and care staff. It focuses on home visits, case discussions, capacity-building workshops, and academic integration.

The program aims to help children overcome past traumas, build trust, and reintegrate into society. International experts like Ms. Helen Lenga and Dr. Monisha C. Nayar-Akhtar provide pro-bono services, offering guidance on action plans, conducting workshops, and initiating research to enhance the program's effectiveness. This comprehensive approach ensures constant improvement in addressing the mental health concerns of children and young adults at Udayan Care.

Starting in 2014, teams of Duke students have collaborated with Udayan Care to train the staff and team to work with the children effectively on the aspects of depression, anxiety, attachment, social relations, self-concept, ego-resiliency, trauma symptoms, parenting-style social role adjustment, and overall life satisfaction.



Lives We Transformed



Carer Team at UGs 2023-24

No. of mentor parents

29

No. of care staff

13

No. of program officials at HO

07

No. of social workers

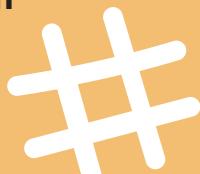
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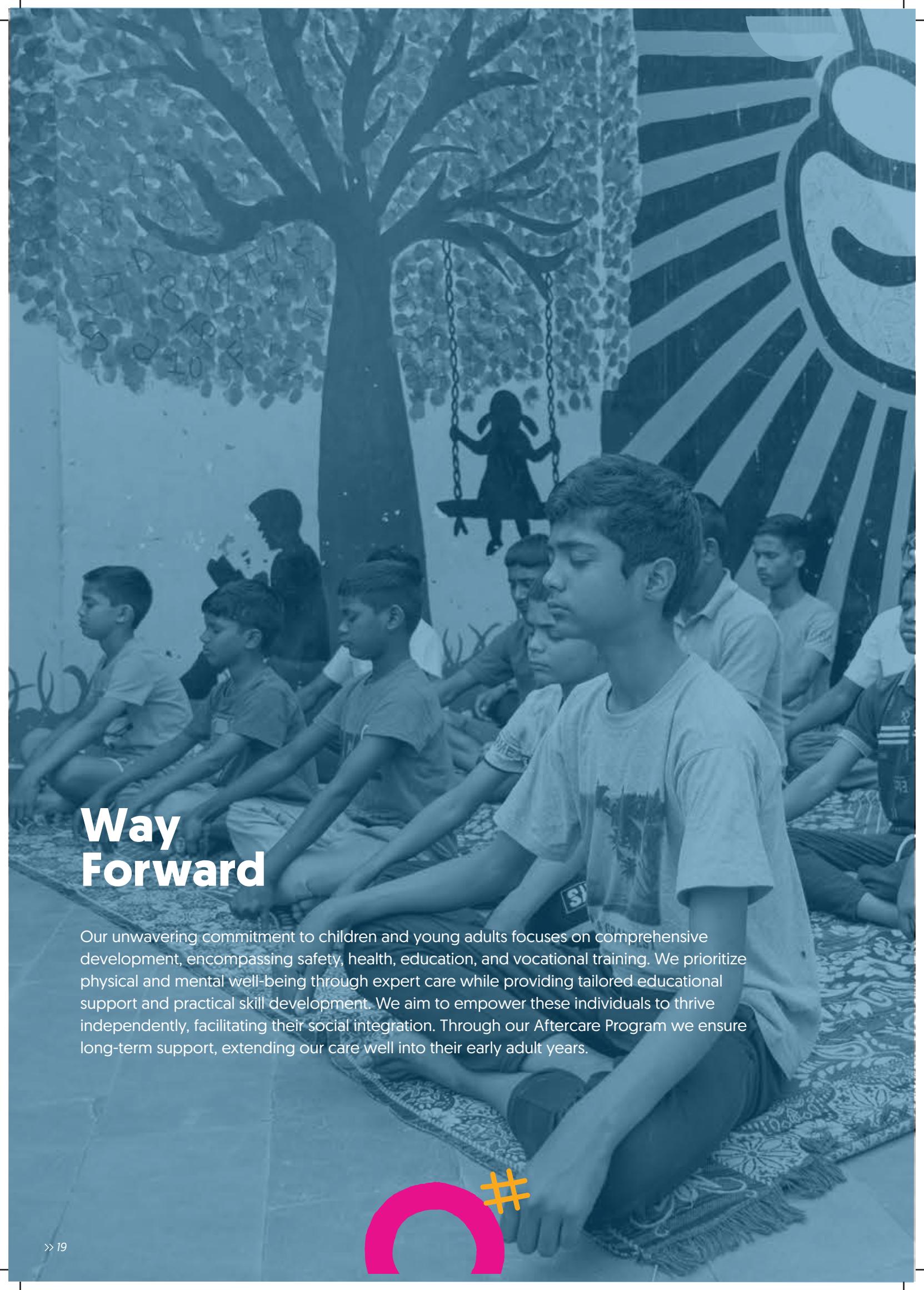
No. of security guard

14

Mental Health Team

08

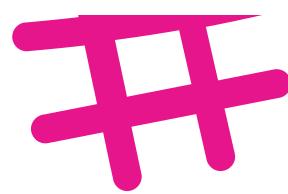




Way Forward

Our unwavering commitment to children and young adults focuses on comprehensive development, encompassing safety, health, education, and vocational training. We prioritize physical and mental well-being through expert care while providing tailored educational support and practical skill development. We aim to empower these individuals to thrive independently, facilitating their social integration. Through our Aftercare Program we ensure long-term support, extending our care well into their early adult years.





Events and Sessions

Important Day Celebrations

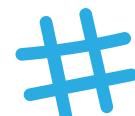
Throughout the year, Udayan Ghar vibrated with a tapestry of enriching activities that nurtured our children's holistic development. The children participated in various experiences, including environmental awareness initiatives, cultural celebrations, and educational outings. They celebrated days like Environment Day, International Youth Day, and Independence Day with various activities. Cultural festivals such as Raksha Bandhan, Eid, Christmas, and Holi were celebrated, fostering cultural understanding. The Dan Utsav week was when children learned about giving back to the community. Educational trips included visits to the National Museum, Museo Camera Photography Centre, and the International Dolls Museum. The children also engaged in creative pursuits through workshops at Ginny's Planet and Kiran Nadar Museum and participated in various painting competitions. Sports and theatre experiences were also part of their enrichment, with children attending plays and participating in sports meets. These diverse experiences aimed to nurture empathy, environmental consciousness, creativity, and a strong sense of community among the children, preparing them to be responsible and compassionate citizens.

16th adidas-Udayan Care Annual Sports Day "30 Years of Cheers"

Annual Sports Day, sponsored by adidas, is a dynamic celebration of athleticism and community spirit. The event showcases students' physical prowess through various competitions, from races to team sports. Adidas's support elevates the occasion, providing high-quality equipment and sportswear that enhances performance and excitement. The day typically begins with a ceremony honoring Adidas's contributions, followed by thrilling matches and contests. Students, teachers, and parents unite to cheer on participants and foster a sense of togetherness. Beyond competition, this adidas-backed event instills valuable lessons in discipline, perseverance, and sportsmanship while highlighting the brand's commitment to youth development through sports.

Training Sessions with Children

Throughout the year, children participated in diverse workshops addressing their developmental needs. Sessions covered adolescent changes, emotional awareness, grounding techniques for managing feelings, gender and sexuality education, HIV-AIDS awareness, child sexual abuse prevention, and critical thinking skills. These workshops aimed to empower children with self-awareness, knowledge, and tools to navigate complex emotions and social situations, fostering their holistic development and well-being.





Sessions with Social Workers & Counselors

Social workers and counselors attended diverse workshops to enhance their child support skills. Sessions covered implementing reward systems for hygiene, managing mental health, using positive reinforcement, addressing adolescent needs, and improving communication through reflective listening. This comprehensive training equipped staff with tools to create a nurturing environment in Udayan Ghar homes, ensuring they could provide informed, empathetic support for children's overall development and well-being.

Training with Caregivers

Caregivers underwent comprehensive training to enhance their ability to support children's well-being. Workshops covered various essential topics, including emotional regulation techniques, hygiene promotion, adolescent development, and creating a positive environment. These sessions taught caregivers practical skills to help children manage emotions, navigate developmental changes, and foster healthy habits. The holistic approach aimed to ensure caregivers could effectively nurture the children's overall growth and development in a safe, supportive setting.



Shining Stars

Chahat's Journey of Joy

Chahat, 13, exemplifies Udayan Ghar's mission. Her compassion and joy reflect our values. She enthusiastically participates in diverse activities, from art to yoga, demonstrating our holistic approach. Recent experiences like her first movie theatre visit add to her growth. Chahat's story highlights Udayan Ghar's positive impact on children's development, fostering personal growth and community engagement.



Khushi's Path to Resilience

At 16, Khushi's story is one of resilience and hope. Orphaned and struggling, she found a new home at Udayan Ghar Mehrauli in 2021. There, she received education, counseling, and support, helping her overcome trauma and rebuild her life. Khushi's journey from adversity to optimism showcases the transformative impact of compassionate care. As she prepares to reunite with her family, she carries with her newfound strength and the ongoing support of Udayan Care.





About the Aftercare Program

At Udayan Care, the journey from adolescence to adulthood doesn't end when a young person turns 18. Instead, this is where the next chapter begins through our Aftercare Program, designed to bridge the gap between life in our Udayan Ghars and independent living. For many, the transition into the world outside is daunting, especially for those without the safety net of family support. This is where our Aftercare Program steps in as a lifeline, empowering them to take confident steps into adulthood while still feeling the care and guidance of the Udayan family.

Our program is more than just a safety net—it's a launchpad. We don't simply aim to prepare them for the outside world; we prepare them to thrive in it. Whether it's through access to education, psychosocial support, or medical care, our goal is clear: to ensure they have the tools and resilience to face life head-on. For those without family to lean on, we offer our facilities a supportive environment where they can continue growing. On the other hand, for those fortunate enough to have a family, we actively work on reintegration, guiding them through counseling and financial assistance, ensuring their transition is smooth and sustainable.

In every aspect of our Aftercare Program, the focus is on holistic support. Our wrap-around services ensure no unmet need, whether securing job opportunities, providing continued education, or ensuring basic standards of care. The journey doesn't end when they enter the world as independent adults. Even after completing the program, they join a network of alumni, where the Udayan family continues to walk with them during life's significant moments, celebrating their milestones and offering support whenever needed.

Through this carefully crafted approach, we don't just aim to make these young adults self-sufficient; we empower them to become responsible, self-reliant citizens who can confidently contribute to society.

Objectives of the Program

The goal is to enable young adults of the Udayan Ghar Programme to transition from institutional to independent living through continuing education, training, livelihood assistance, mental health inputs, and a strong sense of personal identity.

Providing young adults with the required holistic support and guidance as per their unique needs, leading to economic independence and emotional resilience

To engage stakeholders with a like-minded vision from civil society to join hands and support in various capacities to manage and monitor the Udayan Ghar Aftercare Facility and mentor the young adults there.

01

02

03

04

05

This is to ease the stress of young adults transitioning from the Ghar Programme when only in +2 or when nearing 18.

To help them avoid pitfalls that so many of their peer group encounter, such as substance use, mental health crises, credit trouble, unemployment, and homelessness, and to provide them counseling and training in life skills and independent living.

Key Features

Residential Cohabitation

Provide living spaces in aftercare facilities in New Delhi, Gurugram, and Greater Noida, hostels, and accommodations where young adults can cohabit and manage house hold responsibilities independently.

Educational and Vocational Support

We provide educational assistance and vocational training to enhance employability and skill development. Our young adults study at various institutions, such as GD Goenka University, Delhi Skill Entrepreneurship University, Jamia Millia Islamia, GMR Varal akshmi Foundation, International Polytechnic, Chandigarh University, and Lovely Professional University.

Financial Assistance

Offer support funds to cover basic expenses and promote financial independence.

Physical and Mental Health Support

To ensure holistic health, ensure regular health check-ups and continuous emotional and mental health.

Life Skills Development

Conduct workshops, seminars, and training sessions on essential life skills like financial literacy, legal documentation, and gender sensitization to facilitate their transition to independent living. In collaboration with Duke University, they have also conducted engaging work shops on coping strategies, resume building, and relationship etiquette. This initiative empowers youth to navigate adulthood confidently by providing practical training in crucial areas, laying a strong foundation for their independent futures. The Work-Life Readiness Curriculum equips young people aged 18-21 with essential skills across eight aftercare domains, empowering them to transition from care into independent, socially and financially sustainable lives.



Employment Opportunities

Connect young adults with suitable job placements, internships, and career development prospects. Many young adults are interning in law firms and hotels and volunteering at CSOs to gain industry exposure.



Rehabilitation Support

To ensure holistic health, ensure regular health check-ups and continuous emotional and mental health.



Upon leaving the program, they become part of the Alumni network, with many giving back by supporting children, raising funds, or offering in-kind contributions. This truly celebrates the family model, providing ongoing.

Achievement Highlights

While our other aftercare young adults have been continuing their education and flourishing well, the following aftercare young adults began their new journeys.

Name	College	Course
Ajay	GD Goenka University	Bachelors of Computer Applications in Data Analytics
Abhishek Baretto	Delhi Skill Entrepreneurship University	Bachelors in Digital Media Design
Anjali	Delhi Skill Entrepreneurship University	Diploma Programme in Applied Arts
Soni	International Polytechnic	Diploma course in Early Childhood Development
Karishma	ACMT Group of Colleges	Diploma course in Primary Teacher Training
Neha	The Leela Palace, Chanakyapuri	Apprentice - Cooking

Events

In December 2023, we proudly hosted our first dedicated alumni meet, a significant milestone in our journey. While our Alumni have always been a part of our events, such as Summer Camps, Sports Day, Winter Carnival, and celebrations at Home, our team envisioned a special occasion solely for them. Thus, every second Sunday of December will now be celebrated as Alumni Day, honoring their achievements and connection to our family. This inaugural Alumni Day also provided the perfect platform to launch our Mentor Bhaiya and Mentor Didi Program.

Way Forward

The Aftercare Program of Udayan Care is committed to further expanding its reach and impact. To better support young adults transitioning to independence, we propose expanding residential facilities for increased access to transitional support. Enhancing life skills training with specialized modules and expert partnerships and strengthening the alumni network through engagement and mentorship is crucial.

Establishing an employment placement cell, bolstering psychosocial support, and leveraging technology and strategic partnerships will further enhance program effectiveness. Additionally, advocating for policy reforms is essential for improved support.

Through these concerted efforts, we aspire to empower more young adults to thrive as capable, self-reliant, and socially responsible citizens, positively impacting their lives and society.

Lives We Transformed

53 Aftercare as of 1st April 2023

56 Aftercare youth as on 31st March 2024

500+ Total Alumni

22 New Aftercare joined in 2023-24

39 Aftercare in schools /colleges/distance learning in 2023-24

40 Alumni Married

19 Aftercare released in 2023-24

21 Aftercare in jobs /training/vocational training 2023-24



Praveen's Path to Fitness and Fulfilment

Praveen was initially placed in The Shelter Progetto and later welcomed into Udayan Ghar by the Child Welfare Committee. Despite significant academic and behavioral challenges, his unwavering resolve led him to Udayan Care's Aftercare facility at 18. Praveen struggled with communication barriers and self-esteem issues, but his spirit remained unbroken. He completed his 12th grade with commendable marks and enrolled in a diploma course in gym instructor training in Dwarka to pursue his dream of becoming a fitness trainer. Fuelled by passion, Praveen obtained certification as a personal fitness trainer from the Sports, Physical Education Fitness and Leisure Skills Council. Today, his story is one of triumph. Praveen shines as a professional fitness instructor at a respected gym chain, steadily carving his path toward independence and success.

Shining Stars

Karishma's Journey to Empowerment Through Education

Karishma joined Udayan Care in 2019 under challenging conditions. Her shift to the Aftercare Program in April 2023 catalyzed her quest for independence and empowerment. In January 2024, she embarked on an inspiring internship where she selflessly shared her knowledge by tutoring young women completing their Class XII through NIOS in underserved communities. This showcases Karishma's dedication to positively impacting her community through education. Currently enrolled in a two-year Diploma Program in Primary Teacher Training at ACMT Group of Colleges, Karishma aspires to be an educator for young children. Her goal embodies the spirit of giving back and nurturing future generations.



From Challenges to Triumph: Vijay's Journey of Growth and Success

At a young age, Vijay faced numerous challenging circumstances. In 2007, at just 8 years old, he and his younger brother were placed in our Children's Home in Noida. With the dedicated support of Udayan Care, tailored interventions, and our team's unwavering commitment, Vijay made remarkable progress over the years. By turning 18, he was successfully reunited with his elder sister. Thanks to Udayan Care's assistance, Vijay completed his education and earned admission to Delhi Skill Entrepreneurship University, where he pursued a Bachelor's degree in Computer Applications. After graduating, he interned at a data analytics organization while preparing for his Master's studies.

Aftercare Outreach Program

About the Program

Udayan Care's Aftercare Outreach Program (AOP) is a specialised initiative to support care leavers (young adults transitioning out of institutional care or other forms of alternative care like sponsorship, kinship care or foster care). Using the continuum of care approach, AOP enables young care leavers to navigate the complexities of transitioning towards independent living. Recognising their unique challenges, the program emphasises on their skilling, emotional well-being, job readiness and soft skills to empower them for the workforce and self-reliance. AOP strives to provide care leavers with the skills, confidence, and networks they need to transition into adulthood and become self-sufficient, productive members of society.

So far, it has reached 431 CLs across 5 state chapters, with over 200 of them being placed in jobs and starting their journey of mainstreaming in society.







Key Elements of the AOP Include



01

A curated selection process that assesses the needs and the willingness to get into employability

02

AOP offers holistic support through emotional, educational, and practical support, including mentorship and guidance on navigating housing, healthcare, and social services. The program builds personal and professional capacities, helping participants develop resilience, mental health counselling, decision-making skills, financial literacy, and the confidence needed for independent living.

03

The program operates from a rights-based framework, providing empowering tools and resources that help care leavers advocate for their rights, access support systems, and address legal and social challenges they may face.

04

Take an adult-friendly approach by respecting them as adults, giving them autonomy and space to make choices about their lives, and fostering a sense of ownership and self-determination in their journey towards independence.

05

Youth are encouraged to join existing Care Leavers Networks or establish new peer support groups, fostering a sense of belonging and mutual support.

The framework used in the AOP is the "Sphere of Aftercare" approach, which emphasises self-reliance through the "Learn, Earn, and Grow" model. By partnering with educational institutions, skilling agencies, employers and corporates, AOP ensures youth have access to the resources and opportunities they need to succeed.



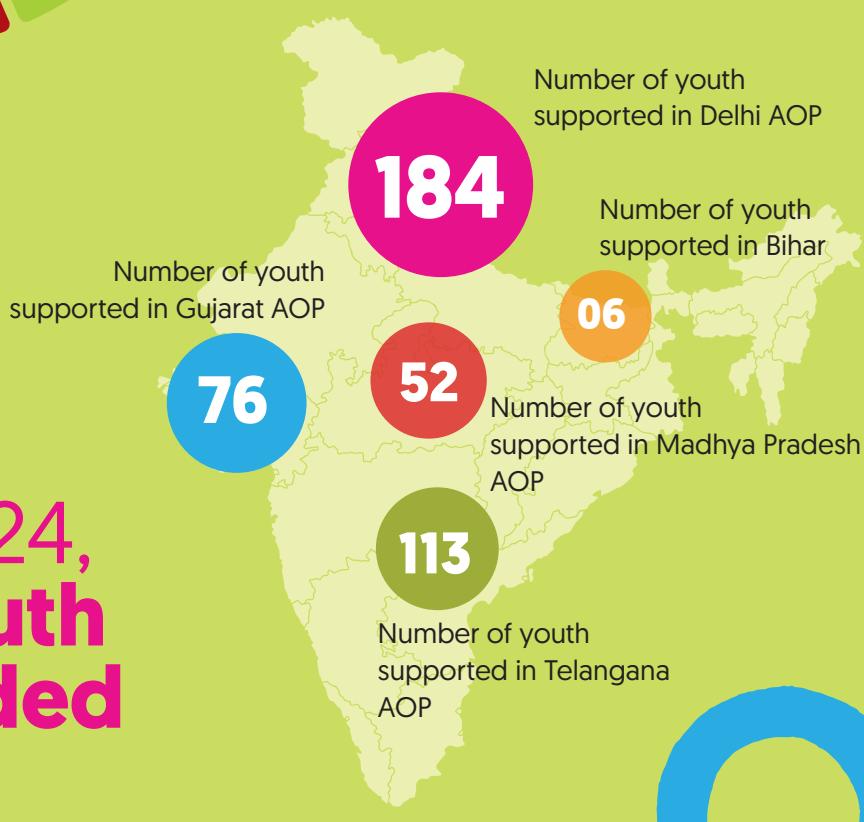
Chapters Under AOP

AOP started with 54 Care Leavers (CLs) in Delhi and Vadodara in 2020-2021.

The program expanded to Telangana and Madhya Pradesh in 2021-22, reaching 168 CLs in 4 states. In 2022-23, the program supported 238 CLs in all 4 states.

By 2023-24, AOP had expanded to include a new chapter in Patna, Bihar, and reached 431 CLs across 5 state chapters so far. Over 200 of them were placed in jobs and started their journey of mainstreaming in society.

**FY 2023-24,
Total Youth
Onboarded**



Program Highlights of the Year



01

On December 4th, 2023, a consultation on Aftercare was held in Delhi to engage stakeholders in a dialogue to build partnerships for creating opportunities for Aftercare youths. Over 70 participants from government agencies, Child Care Institutes, Vocational Training Institutes, civil society organisations, and corporations shared their ideas with the youth, fostering an inclusive and participatory approach to innovative solutions.

Celebrating Strength and Resilience at the Vedanta Marathon: Care leavers from the AOP Delhi chapter participated in the Vedanta Marathon. Their participation symbolised a physical race and a pursuit of brighter futures, characterised by opportunities, self-reliance, and triumph.



02



03

Bootcamps and two educational programs were conducted for 52 individuals aged out of the institutional care. The camps focused on enhancing self-confidence and motivation over several days through interactive sessions and activities. The program encompassed workshops on career selection, skill enhancement, and the significance of education, in addition to deliberations on the pivotal role of mentors and the establishment of personal objectives.

The AOP MP chapter, along with the state care leavers network (Yuva Shakti Sangathan), conducted a state-level consultation for care leavers, aiming to attract more care leavers from various districts to join the network, strengthen the core committee, ensure care Ayushman Cards for every care leaver, and create a directory of Child Care Institutions and District Child Protection Unit officials in Madhya Pradesh.



04



05

A group of 35 young individuals and volunteers from the AOP Telangana joined the two-day camping expedition to the Ananthagiri Hills in Vikarabad. Youth participated in learning activities, including SWOT Analysis and life skill sessions, and shared life journeys.

AOP extended its program in Bihar. The State Government has been actively involved in the program and has witnessed significant improvements in the lives of the care leavers.



Kajal

Life was incredibly tough for Kajal at just 7 years old when she lost both her parents and was abandoned by her uncle at a railway station with her younger sister. Childline came to their rescue and sent them to a children's home in Delhi. Despite the hardships, Kajal held on to memories of her happy childhood before tragedy struck. With no home address to trace her family, her early years at the children's home were challenging as she longed for family and affection. However, her determination shone through, and she excelled academically, completing 12th standard with excellent marks. Recognising her talent and drive, she was selected for a program that supported her in pursuing her dreams. With the team's help, she enrolled in a B.A. Political Science program, driven by her passion to help underprivileged children. Her hard work and dedication led her to become a Community Outreach Worker in a leading NGO, where she now helps lost children reunite with their families while earning a good salary. Kajal's story is a testament to the power of hope and strength, and her goal is to ensure that all children receive the love and care they deserve.



Sampath

Sampath hails from Hyderabad, where he once resided with his parents until his father tragically passed away in 2011. Following this loss, his mother, who was battling severe health issues, moved in with Sampath and his elder brother at Shanti Nilayam in 2012. However, Sampath also faced the devastating loss of his mother that same year. Despite these challenges, Sampath persevered and completed his graduation and postgraduate studies in Commerce, achieving an impressive 83% overall. During his postgraduate studies, Sampath participated in the AOP, where he enrolled in a comprehensive Tally and GST filing course, which he completed with great success. He also focused on developing his interpersonal skills and dedicated time to attending various workshops to broaden his knowledge. These experiences have contributed significantly to his professional development. Currently, Sampath holds the position of Supervisor at Express Bee Company, where he earns 15,000/- per month.



Anil

Anil's journey from a child growing up in the love of Udayan Ghars to becoming a shining care leaver and, from there, being a confident individual is a testament to the transformative power of support. After reconnecting with his father in Madhya Pradesh, he found guidance through the Aftercare Outreach Program (AOP). He was provided comprehensive support, including career counselling and vocational training in Aviation & Hospitality. Securing a job as a Holiday Consultant marked his reintegration into society. Anil's transformation continued as he became a peer mentor, reflecting his keenness to give back to society. His story highlights resilience and selfless dedication, inspiring others to build a brighter future.



Rupali

Rupali's journey reflects resilience and determination. After transitioning out of institutional care at 18, she connected with Udayan Care's Aftercare Outreach Program (AOP), which supported her pursuit of a career in hospitality in Bhopal. Adjusting to life in a vocational institute was challenging, but with the support of AOP peers, she found the strength to continue. Recently, Rupali secured a job in the hotel industry and is focused on building a successful and fulfilling life. Grateful for the support she received, she hopes to inspire younger care leavers to pursue their dreams and create a brighter future.



Learning in Fellowship Together

About the Program

Learning In Fellowship Together (LIFT) is a program that embraces Care Leavers as Change Makers. It is a one-year program focusing on developing and nurturing Care Leavers in India as agents of change who will further the cause of care reform in the country. Initiated in 2021, with support from UNICEF, this is the first-ever fellowship of its kind.

LIFT aims to be a stepping stone for the Care Leavers in their personal growth and to bring forth the existing gaps in the care system. It equips them with suitable skills to navigate through the challenges that life throws in their way. The academic curriculum is tied together through the year-long, hands-on community projects to design innovative solutions by Care Leavers in India. The mission is to create a movement that unifies and amplifies the voices of the unheard, driving meaningful reforms in Care on the ground, strongly informed and influenced by those who have had lived experience of being in Care as children.

Over the last two years, 20 care leavers from 10 states in India have emerged as strong champions of care reform through the fellowship, which was supported in 2 batches.



Graduation Ceremony | Batch of 2023-2024

Date

9th - 10th May 2024

Sri Aurobindo Ashram, Delhi



Highlights of the Year

We proudly inducted 12 fellows into our LIFT Batch 2, marking a significant milestone. These fellows, in turn, reached out to over 800 childcare functionaries and impacted more than 600 children directly and indirectly. Additionally, 40 capacity-building sessions were designed to empower Care Leavers with essential skills and resources.

To amplify awareness around their LIFT journeys and advocate for the care experience, four of our fellows participated in a series of fireside chats with fellow Care Leavers. During these sessions, they shared personal stories from their time in Childcare Institutes and highlighted how their current projects address the pressing issues Care Leavers face today.

Some of the fantastic work done by the fellows include a documentary on leaving Care at 18 years, a booklet on menstrual health, Care Leavers awareness drive across India, several modules on financial literacy, identity documents and an online mental health care resource hub.

Overall, fellows from the 2 batches have reached out to and supported 695 care Leavers

Approximately half of the fellows continue to drive social innovation and entrepreneurship:

7 fellows are employed in NGOs working with children and youth

2 fellows are driving their own NGO set up on HIV/AIDS

Fellows have established connections with 50 DCPUs and built partnerships with 58 NGOs

Fellows met with more than 1300 child protection officials in the ten states and made them aware of care leavers, their challenges and the support needed by them

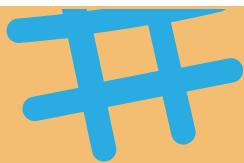
Fellows have supported over 23 Care Leavers in higher education

Fellows have reached out to 1300 professionals, impacting the lives of 1013 children

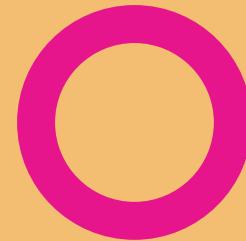
Fellows have conducted 86 training and capacity-building sessions for care leavers and conducted sessions with more than 1013 children in Care

Fellows have engaged with 20 mentors to support our community members in their journey





Fellow's Stories



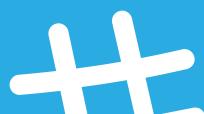
Hajra Bano

Hajra Bano, a nursing graduate from Jammu and Kashmir, embraced the opportunity of the LIFT Fellowship to advocate for specially-abled care leavers through impactful writing. With determination, she conducted interviews, gathered data, and authored compelling articles, shedding light on their unique struggles. Supported by mentors and peers, she underwent significant personal growth, notably overcoming shyness and trust issues through diverse skilling and training courses. Today, she is an avid writer and the author of her first book. A passionate care leader, Hajra has promises to keep not only for her family but also for her peer care leavers and, most importantly, for herself as a lifetime LIFT fellow.



Manisha

Manisha has dedicated herself to addressing the challenges faced by care leavers affected by HIV/AIDS. As a care-experienced individual, she has faced and overcome discrimination from the broader community. Her efforts include raising awareness and educating fellow care leavers about Anti-Retroviral Therapy, health monitoring, and palliative care to enhance their quality of life. Recognised for her work, she was chosen as the sole representative from Rajasthan for a regional consultation organised by Human Touch in collaboration with UNAIDS in Goa. As a care-experienced youth, Manisha has evolved as a social worker who is committed to leaving no stone unturned to change the overall situation of children in care with HIV/AIDS.





FiT Families Together

About the Program

Initiated in the backdrop of reintegrating children restored to their families during the sudden outbreak of the COVID-19 pandemic outbreak, the FiT Families Together (FiT) Initiative aims to build a family-strengthening approach. It now works on the preventive and rehabilitative aspects of child protection and operates with a holistic framework of robust family strengthening in 2 districts (South and Southeast of Delhi). The project strengthens the families by ensuring follow-ups and linkages to social welfare schemes so that the family can take care of and protect their children within the family “as family is the best place for children to thrive”.

Circle of Care and Protection

The project works extensively across 10 domains encompassing the Circle of Care and Protection, ensuring the holistic development of children, reintegration, and preventing the risk of separation by empowering and strengthening families with the stability and resources needed at the community level for long-term self-sufficiency.





Key Highlights of 2023-24



Mental Health Awareness Workshops

From October 2023 onwards, 11 awareness sessions on mental well-being, themed “Recline Your Mind, Unwind Your Mind,” were held in 9 government schools across East Delhi in collaboration with the Delhi Commission for Protection of Child Rights (DCPCR). Targeting 9th-and 11th-grade students, these workshops reached 633 students. The sessions increased awareness, fostered empathy, and encouraged open dialogue, enhancing the school community's overall understanding and support for mental health.

2nd Annual Round Table Conference

On World Social Work Day, March 19, 2024, the 2nd Annual Round Table on “Strengthening and Empowering Families: Advancing Evidence-Based Practices in Alternative Care for Stronger Communities” was successfully convened. The event occurred in a hybrid mode, reaching out to over 60 participants in person and more than 40 virtually. Additionally, a children's group from the FiT Families Together project creatively showcased the relevance of the prevention aspect of children separating from families and the linkages to social security schemes through a skit.





Stakeholder Convergence Meeting

The project organized and facilitated 7 stakeholder meetings in collaboration and partnership with 50+ South and Southeast district stakeholders. The meeting is aligned with Mission Vatsalya 2022, which focuses on convergent stakeholders to meet the holistic needs of vulnerable children.

Ensuring Reintegration Through Child Welfare Committee

16 cases during FY 2023-24 to ensure proper follow-up provision after restoration and that the children are properly reintegrated into their families. This referral of cases is a significant achievement for the project, as it indicates that the system is now recognizing the importance of follow-up post-restoration.

Events and Sessions Community Meetings

The project conducted 17 community meetings in intervention communities with 294 children, parents, service providers, and key influential people to strengthen the gatekeeping mechanism and ensure children thrive in their families.



Life Skill Sessions

The project facilitated 10 life skill workshops through 'My Space My Action' on emotions, self-awareness, social relationships, empathy, etc., to promote holistic development and resilience, reaching out to 120 children (approx. 10-12 per session).

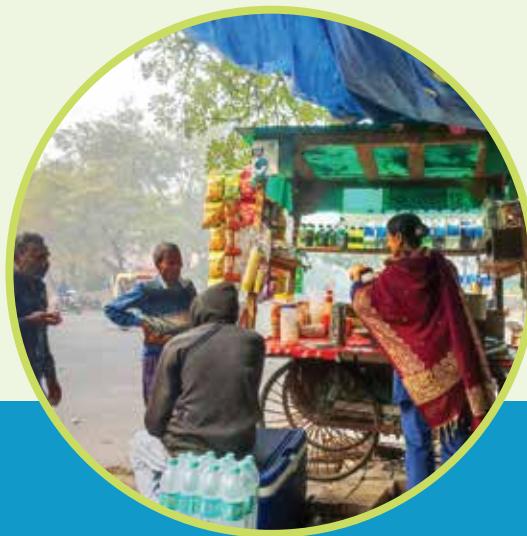
Aadhar Camps

The project, in collaboration with DCPU Southeast Delhi, organized two Aadhaar card camps on August 5 and September 3, 2023, at Harijan and Indira Camps, for Aadhaar card corrections and to raise awareness about Aadhaar's importance. 100 community people benefited from camps. Camps revealed a need for awareness sessions by Aadhaar officials every 2-3 months. These efforts improved access to social protection programs and education.



International Day of Families

The project celebrates this auspicious event on May 15 every year to underscore families' importance and weave children into the string thread of families and communities. It has also developed and presented a Charter of Demand to the Delhi Commission for the Protection of Child Rights (DCPCR) after a series of discussions amongst families in the 2 pockets of Lodhi Road.



A Testament to Resilience and Support

Sheela, a determined single mother, embodies strength and perseverance. Running a small tea stall with the help of her children, she believed deeply in the transformative power of education. She determined that her children would have opportunities she never had. But life presented its share of obstacles, from financial strain to navigating legal and social services to ensure her family's well-being.

Through the FiT project, Sheela's life began to change. The project helped her update essential legal documents, which allowed her to access crucial social services and benefits. Ensuring that her children stayed in school became a priority. They received the necessary stationery with the project's support, and one of her children was enrolled in NIOS distance learning. To further secure their future, the FiT project also connected her children to job-oriented courses, equipping them with valuable skills for the workforce.

Financial aid provided by the project allowed Sheela to expand her humble tea stall into a thriving food stall. This growth increased her income and enabled her to sustain her family more stable and dignifiedly. The transformation of her business marked a turning point in her journey, empowering her to provide for her family with confidence and security.

Sheela's story is a powerful testament to how resilience can bring about lasting change when combined with the right support. The collaboration between her determination and the FiT project's comprehensive support illustrates the far-reaching impact of education, women's empowerment, and overcoming obstacles. Her success sustains her family and inspires other women in her community, proving that any challenge can be conquered with determination and confidence.



Creating a Lasting Impact

Reshma's path to independence and empowerment began in 2021 after she spent three years in a Child Care Institution (CCI). Returning to her family, she faced emotional and practical challenges. Life at home was not easy-balancing the demands of her household, supporting her family, and managing her own aspirations tested her resilience. Nonetheless, Reshma took on significant responsibilities in her home and was deeply encouraged by her mother to pursue her passion for sewing.

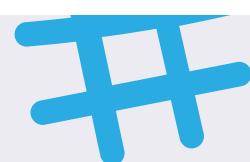
However, her journey into the sewing world was not without its difficulties. Time management and a lack of confidence made it hard for her to embrace this new venture fully. Additionally, Reshma faced resistance from her father, who was unsure of her ability to succeed in pursuing education alongside sewing.

With guidance from the FiT project, Reshma found a path forward. She enrolled in the National Institute of Open Schooling (NIOS) to continue her education through distance learning. At the same time, she joined a sewing course at Nari Raksha Samiti to sharpen her skills. These opportunities gave her a renewed sense of purpose.

In a bold step towards independence, Reshma and her sister launched their own traditional clothing business, a testament to her growing confidence and skill in sewing. However, her journey was nearly derailed when her parents attempted to arrange a marriage she was unprepared for. Thanks to timely counselling and intervention, this forced marriage was prevented, allowing her to remain focused on building her business and planning her future.

Later, when her parents arranged another marriage, Reshma felt comfortable with her new partner. Proudly, she wore a wedding dress she had sewn herself, a symbol of her resilience, creativity, and determination.

Reshma's story is one of transformation-through education, empowerment, and the right support, she turned challenges into opportunities. Her journey showcases the power of perseverance and highlights how meaningful interventions can help young women like her carve out confident, independent futures.



State Programs

About the Program

Since 2019, in partnership with UNICEF, Udayan Care has provided technical support to the State Governments in Bihar, Madhya Pradesh, and Telangana. The partnership entails supporting the state and district administration in developing policies, guidelines, action plans, training content, and documentation of good practices on family strengthening, alternative care, and aftercare. The support works to strengthen the systems sustainably, promoting the state and district workforce to keep children in families and gain knowledge and skills to help them achieve this goal. From making informative documentaries to supporting work on developing state-action plans, from developing training packages on alternative care, family strengthening, and aftercare to conducting training sessions and creating pools of resources, the technical support to state governments is a participatory and learning process. The state government of Bihar has formed district aftercare cells in all districts of Bihar, while in Madhya Pradesh, the state government has designated nodal aftercare officers at the district and state levels. In Telangana, the state government has approved a set of training modules and developed a pool of master trainers.





Highlights of the Year

Bihar

Developed a compendium of good practices across 11 states on aftercare.

Contributed to the revision and dissemination of working guidelines for State and District Aftercare Cells, with support provided to 38 districts for implementation.

Capacitated 150 state and district-level functionaries on Aftercare knowledge and skills.

Compiled a database of 47 government and non-government agencies, educational institutions, and online platforms for skill development and vocational training.

Facilitated life skills sessions for 53 youths, enabling them to be prepared for job readiness.

Facilitated the formation and strengthening of Bihar Care Leavers Network.

Madhya Pradesh

Supported the state government to train 52 district aftercare nodal officers on aftercare services, advancing the scope of aftercare in the state.

Facilitated strengthening the state care leavers network, Yuva Shakti Sangathan, across 18 districts and established their core committee.

Provided technical support to the state government in developing its five-year State Action Plan on Alternative Care with support from UNICEF.

Supported the state government to build capacities of 244 functionaries in developing robust Individual Care Plans (ICP), gatekeeping, and transition planning, improving the quality of care.

Telangana

Built a resource pool of 32 Master Trainers on Family Strengthening, Alternative Care and Aftercare in collaboration with the Department of Women and Child Development, Govt. of Telangana.

Facilitated the master trainers to cascade the sessions at the district level further to reach out to over 1300 functionaries and promote family-based care choices.

Developed training content in Telugu and approved it by the Dept. for Dissemination among master trainers.

Ensured handholding and mentoring guidance to districts to ensure the skills and knowledge learned are implemented in practice. This promoted FBAC in the state through more sponsorships, linkages, restorations, and follow-ups so that children remain in families and are moved away from institutional care.

Facilitated the formation of a care leavers network in the state.



Case Story

Master trainers in Telangana, as regular government child protection functionaries, are driving remarkable outcomes under Mission Vatsalya. One such trainer from Hyderabad recently showcased the transformative impact of their work by successfully rehabilitating a 17-year-old double orphan. After losing her father to illness and her mother in a road accident, the young girl was at a critical juncture. Through diligent efforts, the master trainer developed a comprehensive Social Investigation Report (SIR), making multiple home visits to assess her situation.

This proactive intervention connected the girl to vital sponsorship and counselling services, enabling her to complete her I.T.I. training and reintegrate with a guardian from her extended family. The master trainer's dedication went beyond administrative tasks; they actively worked with the guardian, enhancing his parenting skills and fostering an understanding of child rights and the importance of education.

A robust follow-up system was established, with meticulous documentation of each visit, bringing renewed hope to the family and the care system. This case also set in motion plans to eventually reunite the girl's two younger sisters, currently in institutional care, with their family.

This success story illustrates the profound impact of capacity building among child protection workers. It demonstrates how strengthening the social workforce enhances the system's ability to keep children within families and offer them the support and care they need to thrive.



02 *Education and Empowerment*

02

UDAYAN SHALINI FELLOWSHIP

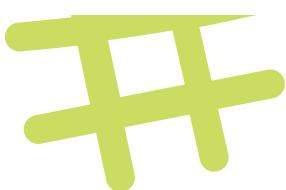
Education and Empowerment

Like the game of Tic-Tac-Toe, life demands a blend of strategy, resilience, and adaptability. The Udayan Shalini Fellowship is designed to help young girls from underprivileged backgrounds navigate this intricate game of life, equipping them with essential life skills that foster confidence and mental strength. By supporting their higher education and offering ongoing mentoring, the Fellowship ensures that these girls are not just players but strategists, ready to face the challenges life throws them with courage and clarity. Gender equality is more than just a goal; it is the key to unlocking society's full potential. Girls from underprivileged backgrounds often face a double burden of inequality: their socioeconomic status and their gender. These intersecting forms of discrimination can significantly limit their opportunities and prospects. Ensuring gender equality for these girls is crucial for their personal development, economic empowerment, and the overall progress of their communities.

The Udayan Shalini Fellowship steps in to level the playing field, providing the tools and mentorship they need to take control of their lives and futures. Beyond academics, the Fellowship instils resilience—the ability to bounce back from setbacks—and strategic thinking, mirroring the very essence of Tic-Tac-Toe. These young women learn to think ahead, anticipate challenges, and make decisions, leading to personal and professional victories.

Combining education with empowerment, this program prepares the next generation of girls to be independent, confident, and skilled-ready to leave their mark on the world. Like Tic-Tac-Toe, it's not just about winning; it's about mastering the game of life with purpose and poise.





About the Program

The Udayan Shalini Fellowship (USF) program is an effort towards building a gender-equal society. It is a unique academic excellence and personality development program for deserving and talented girls from weak socioeconomic backgrounds. The program aims to transform such girls into empowered and dignified women or Shalinis. USF takes a unique approach to going beyond a typical scholarship program by supporting higher education and providing regular mentoring and leadership development to the Shalinis. Each fellow stays in the program from high school till she finishes her graduation. The program is spread across 34 chapters and has empowered around 15000 girls so far. The program expanded to two new locations in 2023-24:

Barabanki (30 Shalinis) and Udaipur (45 Shalinis).

Need of the Program

There is a gender gap in the educational status of boys and girls in India. As per NSO 2021 Government data, as low as 8.3% of the females aged 15 and above only had completed schooling at the graduation level, and 19% of girls have never stepped into education. Almost 65% of these girls are engaged in household work (2018 report by the National Commission for Protection of Child Rights). According to National Family Health Survey-5 (NFHS5) 2019-21, women aged 20-24 years who were married before they turned 18 are 14.7% in urban and 27% in rural areas. India is estimated to have over 24 million child brides. According to the National Family Health Survey, 40% of the world's 60 million child marriages occur in India.

Educating girls is crucial as it helps them lead dignified lives and reduces rates of child marriage and school dropouts. Promoting gender equality in education is essential for human resource development, as by educating a woman, you educate the whole nation.



5 Pillars of USF

The Udayan Shalini Fellowship Program rests on five foundational pillars that converge to create a comprehensive framework for empowering young women from disadvantaged backgrounds.

Capacity Building

Tailored workshops for job readiness and leadership skill development

It enhances their professional prospects and empowers them to navigate real-world challenges with resilience and confidence, ensuring they are well-prepared to thrive in diverse environments.

Volunteer Support

Committed and Inspired Individuals who enable and strengthen the program

In every chapter, inspired Convenors lead, forming Core Committees. With time and commitment, they tap into their networks for support, engage local schools, and guide staff, committee members, and mentors.

Financial Assistance

Direct stipend to Shalinis for education, ensuring financial ease

By alleviating financial constraints, we ensure young women continue pursuing education without worrying about financial instability.

Paying it Forward

Mandatory social work cultivates social responsibility and community engagement

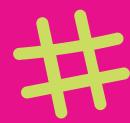
Paying it forward reinforces the importance of social responsibility and community engagement. The Shalinis actively contribute to their communities through mandatory social work, embodying empathy and compassion.

Individual Mentoring

Guidance throughout the educational journey from diverse mentors

Mentoring is a cornerstone of the program. Shalinis are paired with mentors who guide and support her throughout her educational journey. This personalized guidance instills self-belief and aids academic success.

USF at a Glance



34

NUMBER
OF CHAPTERS

184

CONVENORS AND
CORE COMMITTEE MEMBERS

1186

MENTORS

2162

MENTOR
DIDIs

NAT Model

The selection of the girls into the Program is done through the NAT Model
Need. Ambition. Talent

The Selection Criterion for Girls is

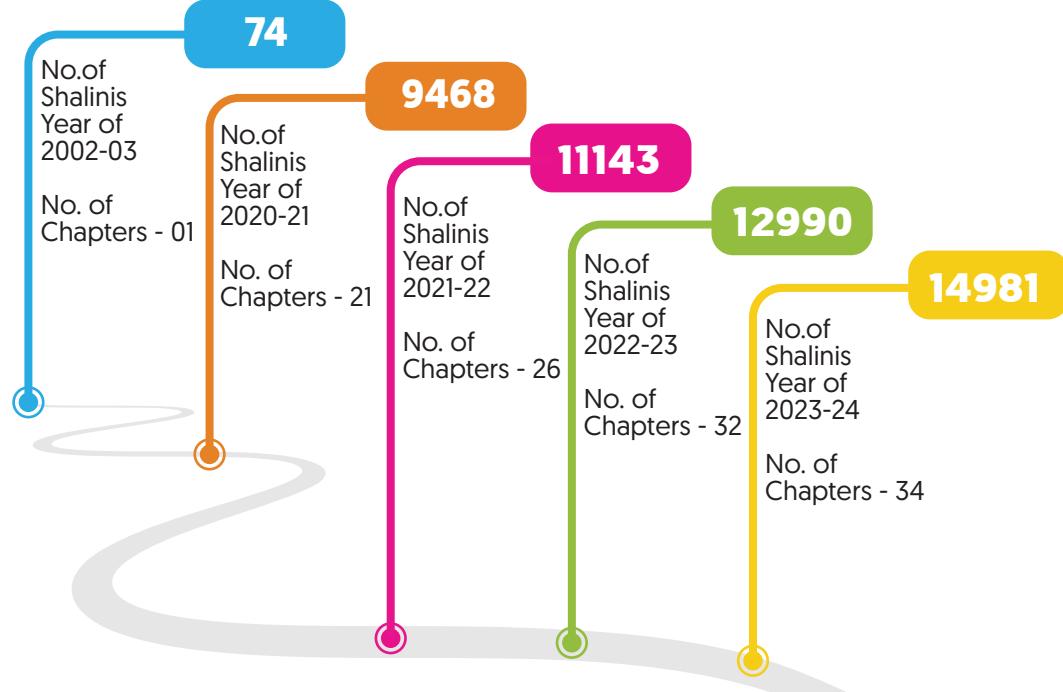
Low socioeconomic status – Family Income <216,000/- p.a.
Girls with an aptitude for studying – Min 60% marks in X Standard
Girls enrolled in Government or Government aided schools



Careers of our Shalinis

- Teachers, Professors, Academicians
- Engineer in Software and Telecom
- Entrepreneurs and Business Owners
- Chartered Accountants, Auditors, Financial Managers
- Civil Servants and Lawyers
- Professionals in Public and Private Sectors, including MNCs
- Doctors, Nursing Staff, Health Care Professionals
- Launched their social purpose organizations

USF Journey



Shining Stars



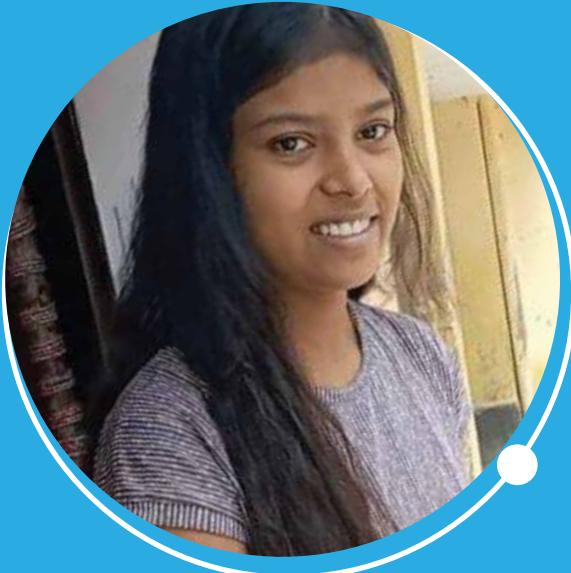
AGRA

Founding years 2021-22

110 No. of Shalinis in 2023-24

30 No. of Shalinis inducted in 2023-24

111 No. of Shalinis impacted



ALIGARH

Founding years 2022-23

60 No. of Shalinis in 2023-24

31 No. of Shalinis inducted in 2023-24

62 No. of Shalinis impacted

Rashi Palwar Batch 02

Rashi was honoured as "Best Student of the Year" at her school's Sports Day, a testament to her hard work and confidence. Since joining the Udayan Shalini Fellowship (USF) in 2022-23, her USF mentor has encouraged her to participate in school activities, boosting her positivity and determination. Teachers recognized her dedication, appointing her as discipline in-charge. Living with her parents and two younger brothers, Rashi is motivated by her mother's support and hopes to achieve more through education. Her father, a street vendor, initially hesitated about her schooling, but Rashi's perseverance, combined with USF's support, drives her ambitions forward.

Neha Rajpoot Batch 01

Neha Rajpoot's experience with the Udayan Shalini Fellowship (USF) has been transformative, offering more than just financial support. Through regular workshops, mentor-mentee meetings, and personal development opportunities, Neha gained self-confidence, clear communication skills, and essential life skills. USF's emphasis on education and empowerment shaped her career goals and opened doors to opportunities she once thought were beyond her reach. Beyond academics, the program fostered a nurturing community where she built lifelong friendships and drew inspiration from fellow Shalinis. With the unwavering support of Udayan Care and USF, Neha feels empowered to pursue her dreams with optimism and a deep sense of purpose. She is determined to create a meaningful impact in her life and the lives of others, driven by the self-belief instilled in her through the fellowship.

Shining Stars



AHMEDABAD

Founding years 2021-22

166 No. of Shalinis in 2023-24

50 No. of Shalinis inducted in 2023-24

186 No. of Shalinis impacted

Priya Chauhan Batch 01

Once an introverted student scoring 64% in her 10th board exams, Priya Chauhan struggled to find her direction. Her father, a mason, and her homemaker mother supported their family on limited means. However, Priya's life changed when she was selected as a Shalini in the Udayan Shalini Fellowship (USF) program. Priya gained confidence and developed critical skills through small-group workshops, career counselling, mentorship, and personalised guidance. She participated in self-defence, confidence-building, spoken English, and computer training. Her hard work paid off when she scored 84% in her 12th board exams, ranking fourth among Ahmedabad Shalinis. Now enrolled in BCom and Chartered Accountancy programs at Navkar Institute, Priya confidently pursues her goals, thanks to the transformation she experienced through USF.



AURANGABAD

Founding years 2008-09

371 No. of Shalinis in 2023-24

108 No. of Shalinis inducted in 2023-24

873 No. of Shalinis impacted

Divya Vilas Kothule Batch 09

In 2017, Divya Vilas Kothule was selected for the Udayan Shalini Fellowship (USF) after passing the NAT exam. Initially unfamiliar with USF and NGOs, her positive experience at the exam centre and guidance from her mentors reassured her. Coming from a modest background, with her father an auto driver and her mother a housewife, Divya's family was thrilled about the opportunity. USF provided her with crucial support, and despite challenges, she is now pursuing an MSc in Microbiology while working at a hospital with a monthly income of 15,000. The program equipped her with leadership skills, knowledge, and confidence, helping her become independent. Committed to giving back, she aims to make a positive impact in the future.

Shining Stars



BENGALURU

Founding years 2018-19

340 No. of Shalinis in 2023-24

62 No. of Shalinis inducted in 2023-24

454 No. of Shalinis impacted

Nikitha D Batch 01

Nikitha exemplifies the impact of perseverance and dedication. She earned her B.Com degree through hard work and determination and now works as an Accountant at a reputable firm, earning an annual salary of 1,80,000. The USF Program has been instrumental in her journey, providing tailored mentorship and personalized guidance. The workshops also offered practical strategies to navigate life challenges. This support was crucial for Nikitha to continue her education despite considerable obstacles. Nikitha faced additional challenges with an unsupportive father and a mother struggling to meet basic needs. Despite these hardships, she was responsible for supporting her family while still in high school. Nikitha's story highlights the transformative power of education and the critical role of organizations like USF in helping young women overcome difficulties and realize their dreams.



BADDI

Founding years 2017-18

128 No. of Shalinis in 2023-24

30 No. of Shalinis inducted in 2023-24

345 No. of Shalinis impacted

Kumari Babita Batch 04

Kumari Babita's journey is the epitome of resilience and determination in her pursuit of becoming a Chartered Accountant (CA). Initially struggling with shyness and stage fright, Babita has transformed into a confident and empowered individual with the support of USF. She completed a three-month English course through Project Pratibha and a computer course at the Young Women's Christian Association (YWCA). Currently, she is advancing her skills with a six-month Excel course funded by Ernst and Young (EY). From a modest farming family in Uttarakhand, her parents moved to Baddi to work for a pharmaceutical company and seek better opportunities. Despite financial difficulties that almost halted her education, USF's support, including financial aid and mentorship, was crucial. Now in her second year of B.Com, Babita continues to prepare for the CA exams, driven by her determination and USF's unwavering support. She actively participates in college and USF activities, inspiring her peers to pursue their dreams.

Shining Stars



CHENNAI

Founding years 2017-18

247 No. of Shalinis in 2023-24

50 No. of Shalinis inducted in 2023-24

392 No. of Shalinis impacted

Reshma Begum Batch 05

Reshma Begum's inspiring journey from an introverted student to a proactive leader is marked by significant achievements. She has won various competitions, including the Quiz Competition on Fibonacci Day, and excelled academically by presenting a research paper at a National Conference. Reshma also earned a role as a Junior Council Member at her college. Coming from a resource-poor family of five siblings, she faced financial constraints, and pursuing education was a challenge, and she was about to drop out of class XI. The Udayan Shalini Fellowship (USF) provided crucial support during this critical time, offering financial aid that allowed her to continue her studies. USF's mentoring, career guidance workshops, and skill development sessions helped Reshma overcome her initial shyness and helped her build a proactive attitude toward her future, significantly contributing to her personal and academic growth. Her story exemplifies the transformative power of education and mentorship in shaping the lives of young women. She is pursuing a B.Sc. and is an active Shalini of the USF program.



DEHRADUN

Founding years 2008-09

153 No. of Shalinis in 2023-24

40 No. of Shalinis inducted in 2023-24

908 No. of Shalinis impacted

Aashiya Banu Batch 07

Aashiya's journey from humble beginnings to becoming a Senior Program Advisor at Uttarakhand University reflects the transformative power of education and mentorship. Despite financial constraints, she was determined to overcome her circumstances. The Udayan Shalini Fellowship (USF) facilitated her success by providing scholarship support, employability workshops, and mentorship over five years. Her mentor, Mr. Vimal Dabral, offered consistent guidance, helping her navigate challenges and stay focused on her goals. Today, Aashiya inspires students in her role, encouraging them to dream big and achieve their full potential. Her story demonstrates how education and a strong support system can empower individuals to rise above adversity and accomplish great things.

Shining Stars



EAST DELHI

Founding years 2021-22

126 No. of Shalinis in 2023-24

40 No. of Shalinis inducted in 2023-24

131 No. of Shalinis impacted



EAST MUMBAI

Founding years 2022-23

90 No. of Shalinis in 2023-24

50 No. of Shalinis inducted in 2023-24

93 No. of Shalinis impacted

Babita Batch 01

Babita, a 12th-grade student, faced adversity early in life after losing her parents at age five. Raised by her uncle and aunt alongside her two cousins, her family struggled financially. Despite these challenges, Babita dreamed of becoming an accountant. Due to limited resources, she attended a government school, where she learned about the Udayan Shalini Fellowship (USF).

Through USF, Babita received financial assistance and access to workshops that broadened her outlook. She excels academically and is actively involved in social work, teaching underprivileged children in slum areas. Her compassionate and selfless nature reflects the values of the fellowship. With the continued support of her family and USF, Babita is determined to achieve her dream of becoming an accountant.

Swarangi Bendre Batch 01

Swarangi, a dedicated student from a family of four, is pursuing commerce with math at a reputable university in Mulund. Her mother works at a small company, and her father drives a rickshaw. Completing her education up to the 10th grade in an English medium school, Swarangi excelled in her 12th board exams and has already secured second place in a college chess competition. She also enjoys participating in creative mehendi competitions.

Swarangi's ambition is to pursue a finance course to become financially independent and establish a strong career. She is also passionate about social work and hopes to use her skills to give back to her community.

Shining Stars



FARIDABAD

Founding years 2021-22

133 No. of Shalinis in 2023-24

50 No. of Shalinis inducted in 2023-24

137 No. of Shalinis impacted



GURUGRAM

Founding years 2012-13

166 No. of Shalinis in 2023-24

41 No. of Shalinis inducted in 2023-24

519 No. of Shalinis impacted

Neelu Kumari Batch 02

Neelu Kumari, a dedicated 12th-grade student from the USF Faridabad chapter, faces financial challenges with resilience. Her father works as a labourer, and with three sisters to support, resources are limited. However, Neelu's mother has always encouraged her to focus on her education and excel in school.

Through USF workshops and mentorship, Neelu gained clarity about her goals and recognized her potential. Despite initial resistance from her father regarding her education, Neelu remained determined to pursue her dreams. Her journey reflects her unwavering spirit and commitment to overcoming obstacles as she works toward building a successful future.

Swati Notiyal Batch 06

Swati Notiyal faced personal challenges, such as a knee ligament injury that halted her promising sports career. Despite all that, Swati remained firm. With the unwavering support of USF, Swati diligently prepared for government job exams, ultimately realizing her dream of joining the Delhi Police as a constable. As Swati embarks on this new chapter of her life, she remains deeply grateful to USF mentors, who played a crucial role in her journey to success by providing her with the necessary guidance and helping her navigate her challenges. The fellowship provided her a platform to interact with like-minded individuals, fostering a sense of belonging and mutual encouragement. This nurturing environment helped Swati build her confidence. Swati's journey highlights the importance of providing young women with the resources and support they need to overcome personal and professional hurdles. Swati's story inspires many, demonstrating that one can turn adversities into stepping stones toward success with the right support system, perseverance, and determination.

Shining Stars



GREATER NOIDA

Founding years 2016-17

229 No. of Shalinis in 2023-24

50 No. of Shalinis inducted in 2023-24

427 No. of Shalinis impacted



HARIDWAR

Founding years 2012-13

145 No. of Shalinis in 2023-24

30 No. of Shalinis inducted in 2023-24

494 No. of Shalinis impacted

Deepu Nagar Batch 02

Decisions mold destinies, a profound truth that describes the story of Deepu and her family. Despite immense societal pressures, Deepu's father, a humble farmer, made a significant decision by sending his daughter from their village to Greater Noida for her higher education. Deepu has achieved an incredible milestone by passing the final CA examination and her M.Com degree. She humbly stated, "I have always excelled in my studies, and the Udayan Shalini Fellowship has been a vital support throughout my journey." For Deepu, the USF workshops have been invaluable in personal growth. Having experienced financial difficulties, she ensures that no educational resources-such as books, notebooks, or stationery-are wasted. Instead, she generously distributes them to less fortunate children. Deepu's academic achievements are a testament to her dedication. Deepu is deeply grateful to her father and the USF team, who believed in her potential and provided unwavering support. Deepu's dreams are closely tied to fulfilling her parents' expectations and supporting others in their educational journeys.

Bhoomika Kumari Batch 08

Bhoomika Kumari, a student from the Haridwar chapter, overcame financial challenges growing up in a family where her father's low-paying job was the only income, and her mother faced health issues.

Despite limited resources, Bhoomika excelled academically but struggled with self-doubt while pursuing her dream of becoming a government employee. Her journey changed when she received support from the Udayan Shalini Fellowship (USF), which provided her with mentorship and workshops, boosting her confidence in preparing for competitive exams. In 2023, her dedication paid off when she was selected as a Head Constable in Wireless Operations for the Uttarakhand Police.

Shining Stars



HYDERABAD

Founding years 2015-16

262 No. of Shalinis in 2023-24

55 No. of Shalinis inducted in 2023-24

618 No. of Shalinis impacted

Huma Hajra Batch 02

Huma comes from a middle-class background. Her father owns a small business, and her mother is a homemaker. Huma's journey to achieving her goal was fraught with challenges. She faced depression, anxiety, fear of failure, emotional breakdowns, and self-doubt. However, with the support of the USF Mentorship program, she overcame these obstacles. Her core committee member mentor provided her with continuous mentoring support to help her achieve her goal. Additionally, the workshops organized by USF helped shape her personality, and the career counseling sessions created awareness for Huma to decide her path after graduation. Through perseverance and support, Huma has reached her goal, serving as an inspiration to many. Huma is an Audit Associate at Steadfast Business Consulting LLP in Hyderabad, which has an attractive package.



JAIPUR

Founding years 2013-14

205 No. of Shalinis in 2023-24

60 No. of Shalinis inducted in 2023-24

564 No. of Shalinis impacted

Renu Jangid Batch 02

Renu became a Chartered Accountant in May 2024, overcoming financial challenges and personal setbacks. As the eldest in a joint family, her father's modest income barely met their needs, yet Renu consistently excelled in school, earning the Gargi Award twice. 2014-15, she joined the Udayan Shalini Fellowship (USF) Jaipur chapter, receiving vital financial and emotional support. USF workshops inspired her to pursue a CA career, and she passed the CA CPT exam on her first attempt.

Shining Stars



KALOL

Founding years 2022-23

58 No. of Shalinis in 2023-24

34 No. of Shalinis inducted in 2023-24

60 No. of Shalinis impacted



KOLKATA

Founding years 2007-08

1169 No. of Shalinis in 2023-24

187 No. of Shalinis inducted in 2023-24

3208 No. of Shalinis impacted

Vidhi Tapdiya Batch 01

Vidhi Tapadiya, a 12th-grade Commerce student from Malav, Rajasthan, aspires to become a Chartered Accountant. Despite financial challenges, with her father's modest income from a utensils shop, Vidhi has excelled academically, ranking first in her 11th grade with an impressive 95.86%. Although her participation in Udayan Shalini Fellowship (USF) programs has been limited due to distance and a demanding study schedule, she has benefited from scholarships and skill development workshops. USF plans to further support her with discounted CA coaching next year.

Priti Shaw Batch 09

Priti Shaw's journey from a humble background to securing a prestigious job speaks volumes of the impact of the USF Program. Priti completed her B.Sc. from Barrackpore Rastraguru Surendranath College. Her dedication and hard work paid off when she secured a position as a Development Officer at Life Insurance Corporation of India (LIC), earning an annual salary of Rs. 6.5 lakh. Over five years in the fellowship, Priti received consistent financial aid, training, skill-building workshops, and emotional support. Reflecting on her achievement, Priti expressed her gratitude: "The financial package is a big fortune for our family. I must confess that this was possible due to the all-around support extended to me by Udayan Care Kolkata, who helped me financially and groomed me to face the competition in the present-day job market." Becoming the first-generation graduate in her family and landing a job with LIC is a significant milestone. Priti's story is a testament to the power of education and mentorship in transforming lives.

Shining Stars



NORTH DELHI

Founding years 2002-03

272 No. of Shalinis in 2023-24

65 No. of Shalinis inducted in 2023-24

1539 No. of Shalinis impacted



PUNE

Founding years 2018-19

230 No. of Shalinis in 2023-24

90 No. of Shalinis inducted in 2023-24

400 No. of Shalinis impacted

Anjali Sharma Batch 15

Anjali Sharma belongs to a modest family in Nangloi, New Delhi. Despite financial constraints, her mother had always prioritized education. With her family's support and determination, Anjali graduated with a B.Com (Hons) and became a qualified Chartered Accountant. She joined the Udayan Care Fellowship program in 2016 in class XI, which provided essential financial support, mentorship, and guidance. The program played a crucial role in shaping her career.

As a Shalini Fellow, Anjali participated in various workshops and training sessions organized by Udayan Care, enhancing her skills and leadership abilities while engaging in community service. She is currently working as a Senior Executive in a CA Firm and is exploring further.

Shraddha Batch 01

Shraddha is an active Shalini of the Udayan Shalini Fellowship (USF) Program and is known for her ambition and drive. She is in her fourth year of Mechanical Engineering at Vishwakarma Institute of Technology. Shraddha has completed a two-month internship with Whirlpool Corporation and subsequently secured a position as a Graduate Trainee Engineer at Whirlpool Corporation at ITPP Kharadi Pune with an annual salary package of 8.5 LPA. This significant achievement highlights her hard work and the transformative impact of the USF program, which offered invaluable support, including mentoring and skill-building opportunities. Shraddha also guides junior fellows as a Mentor Didi, showcasing her dedication to helping others. Her story exemplifies how determination, support, and opportunities can lead to remarkable success. Through the guidance and mentorship provided by USF, she has turned her aspirations into reality.

Shining Stars



KURUKSHETRA

Founding years 2004-05

129 No. of Shalinis in 2023-24

30 No. of Shalinis inducted in 2023-24

695 No. of Shalinis impacted



NASHIK

Founding years 2021-22

129 No. of Shalinis in 2021-22

30 No. of Shalinis inducted in 2023-24

130 No. of Shalinis impacted

Yashika Batch 13

Yashika is a Software Developer at Nmold Pvt Ltd in Panipat, a role she achieved through determination and the support of the Udayan Shalini Fellowship (USF). Coming from a financially challenged family, pursuing her B.Tech degree would have been difficult without USF's assistance. Since joining the fellowship in 2018, Yashika has benefited from financial aid, mentorship, and employability workshops, which have significantly contributed to her academic and personal development. The support she received helped her overcome financial worries and focus on her studies. Today, Yashika's success highlights the transformative impact of education and mentorship, showing how a strong support system can help individuals rise above obstacles and achieve their dreams.

Prachi Ratan Ingole Batch 01

Prachi Ratan Ingole, a first-year B.Sc. Computer Science student, has excelled academically despite financial challenges. Her father works as a watchman, and her family's limited income made her educational journey difficult. Prachi scored 95% in her 10th grade, ranking third in her school. Joining the Udayan Shalini Fellowship (USF) in 2021-22 provided her with crucial mentorship and skill-building opportunities, helping her thrive in her studies. Now, in her second year, she has achieved a remarkable CGPA of 9.79, the highest in her college. Prachi's dedication and support from USF have been key to her success, demonstrating the power of perseverance and community support.

Shining Stars



NOIDA

Founding years 2019-20

165 No. of Shalinis in 2023-24

40 No. of Shalinis inducted in 2023-24

232 No. of Shalinis impacted



PANCHKULA

Founding years 2017-18

169 No. of Shalinis in 2023-24

50 No. of Shalinis inducted in 2023-24

322 No. of Shalinis impacted

Roshni Jha Batch 04

Roshni Jha has achieved remarkable success in both personal and academic spheres. She won a district-level quiz on Financial Literacy Training and the STEM Scholarship Program, surpassing participants from 15 schools and earning a prize of 35,000 rupees. Her involvement in the Udayan Shalini Fellowship (USF) has honed her skills and boosted her confidence. Coming from a family of eight, with her father as a labourer and her mother as a home-maker, Roshni's perseverance and family values of hard work have shaped her journey. Her story exemplifies resilience, determination, and the transformative power of support from USF in overcoming challenges and pursuing a brighter future.

Surveen Batch 05

Surveen, an aspiring Chartered Accountant, is preparing for her ICAI foundation exam. Despite facing financial challenges, she excelled academically, scoring 93% in her 12th exams and pursuing a B.Com. at Dev Samaj College, Chandigarh. Her determination and support from the Udayan Shalini Fellowship (USF) have been instrumental in her success, providing her with mentorship and guidance in her chosen field. Beyond academics, Surveen is passionate about social activism, regularly participating in tree plantation drives and community cleaning campaigns. Her dedication to creating positive societal change and her academic drive reflect the impact of the USF in her life, empowering her to achieve her goals and inspire others.

Shining Stars



PHAGWARA

Founding years 2012-13

122 No. of Shalinis in 2023-24

30 No. of Shalinis inducted in 2023-24

410 No. of Shalinis impacted



PILANI

Founding years 2012-13

85 No. of Shalinis in 2023-24

30 No. of Shalinis inducted in 2023-24

85 No. of Shalinis impacted

Prabhjot Batch 08

Prabhjot is an Administrative Officer at Turno Chuck's, a manufacturing company in Phagwara. Her journey from a government school student to a corporate professional highlights her resilience. Despite facing her parents' separation and her mother working as housekeeping staff to support the family, Prabhjot remained determined to succeed. The Udayan Shalini Fellowship (USF) played a vital role in her development. Through USF's employability skills workshops, she gained confidence and improved her communication abilities, essential for her career. Graduating with an impressive 8.51 CGPA, Prabhjot's success is a testament to the power of perseverance and the support she received from her family and USF.

Tanu Kumari Batch 01

After completing her 10th standard with an impressive 72.33%, Tanu Kumari appeared for the NAT exam and was selected for the Udayan Shalini Fellowship (USF) in 2022. This opportunity provided her with the support and resources she needed to advance her education. Coming from a humble background, Tanu faced significant challenges. Her father works as a watchman, and her mother is a homemaker, with the family relying on an annual income of just Rs. 38,000. The fellowship has encouraged her to step out of her comfort zone, engage in diverse activities, and develop a positive outlook. Tanu's hard work and dedication have not gone unnoticed; she received the Gargi Award for her excellent performance in her 10th board exams.

Shining Stars



SOUTH MUMBAI

Founding years 2016-17

157 No. of Shalinis in 2023-24

40 No. of Shalinis inducted in 2023-24

287 No. of Shalinis impacted



SOUTH DELHI

Founding years 2014-15

99 No. of Shalinis in 2023-24

32 No. of Shalinis inducted in 2023-24

453 No. of Shalinis impacted

Sanskruti Jangle Batch 06

Sanskruti Jangle is pursuing a Bachelor of Accounts and Finance at Lala Lajpat Rai College, aiming to become a Chartered Accountant. After her father's passing, her mother became the family's sole provider, motivating Sanskruti to gain financial independence. She took on an internship after 12th grade and uses self-coaching videos to prepare for her CA exams. The Udayan Shalini Fellowship (USF) has been instrumental in her journey, providing mentorship and skills through workshops and financial support. Sanskruti actively contributes to household expenses and values the importance of social work. Her determination and support from USF empower her to pursue her goals while supporting her family.

Shivani Leeladhar Batch 03

Shivani Leeladhar is a Community Health Officer in Uttar Pradesh, having topped her nursing batch at Panna Dhai Maa Subharti Nursing College with 85%. Despite financial challenges, her determination helped her excel as the eldest of four siblings, supporting her family. After graduation, she gained experience as a Sri Balaji Action Medical Institute and Apollo Hospital staff nurse. The Udayan Shalini Fellowship boosted her confidence and provided essential support. Shivani credits the fellowship for socially and financially empowering her, as she now aspires to pursue postgraduate studies abroad.

Shining Stars



VIKARABAD

Founding years 2022-23

63 No. of Shalinis in 2023-24

33 No. of Shalinis inducted in 2023-24

63 No. of Shalinis impacted



WEST MUMBAI

Founding years 2018-19

166 No. of Shalinis in 2023-24

51 No. of Shalinis inducted in 2023-24

247 No. of Shalinis impacted

Nikitha Batch 02

Nikitha is a student pursuing her engineering degree, balancing her passion for arts and dance. Coming from a lower-middle-class family where both parents are farmers, she faces financial challenges but remains dedicated to her goals. Her talents have shone through in district-level dance contests and state-level arts competitions, earning her admiration from peers and teachers alike.

The Udayan Shalini Fellowship (USF) has played a pivotal role in her journey, boosting her confidence and providing valuable skills through workshops. A memorable moment for Nikitha was her experience during a donor visit at Aveva, inspiring her to pursue a career there after completing her studies.

Tirtha Nagda Batch 06

Tirtha Nagda, a student from Batch 06 and currently in Class 11 (Science), has shown remarkable perseverance despite family challenges. With her father unable to work due to an accident, her mother, an accountant at a private hospital, is the family's sole breadwinner. Supported by the Udayan Shalini Fellowship, Tirtha recently competed in the Royal Diamond Kutchi Marathon in Chembur, where her determination shone through as she secured first place in the 10-kilometer race. Her victory is a testament to the resilience and dedication fostered within our Shalinis. Congratulations, Tirtha!

BARABANKI

Founding years 2023-24

30

No. of Shalinis
in 2023-24

30

No. of Shalinis
inducted in 2023-24

30

No. of Shalinis
impacted

Shining Stars



SURAT

Founding years 2022-23

100 No. of Shalinis in 2023-24

50 No. of Shalinis inducted in 2023-24

104 No. of Shalinis impacted

Laavanya Hemantbhai Sailor Batch 02

Laavanya Hemantbhai Sailor, a bright student from Surat, has overcome financial challenges to excel in academics and extracurricular activities. She achieved 149th rank in a talent search test across Gujarat, won second prize at the Surat district science fair, and earned first place in a table decoration competition, reflecting her creativity and drive. Supported by the Udayan Shalini Fellowship, Laavanya has gained confidence and leadership skills. Her family's encouragement and perseverance have been key to her success, making her a role model for others facing similar challenges.



VADODARA

Founding years 2018-19

241 No. of Shalinis in 2021-22

62 No. of Shalinis inducted in 2023-24

356 No. of Shalinis impacted

Prachi Chauhan Batch 01

Prachi Chauhan, currently in her final year of Chartered Accountancy (CA), has navigated significant challenges, including losing her mother during her intermediate exams in 2022. Despite these hardships, she remained determined to pursue her dream of becoming a CA. Joining the Udayan Shalini Fellowship (USF) helped her overcome her initial shyness. Through mentorship, coaching, and support, she cleared her CA foundation and intermediate exams and is now gaining practical experience through an article ship. Coming from a humble background-her father works as a dhobi-Prachi has significantly benefited from USF's guidance. In turn, she shares study materials and advice with her peers, embodying resilience, community, and the power of mentorship in her journey to achieve her goals.

UDAIPUR

Founding years 2023-24

46

No. of Shalinis
in 2023-24

46

No. of Shalinis
inducted in 2023-24

46

No. of Shalinis
impacted

Events and Sessions



Way Forward

We are all set for more significant expansion and growth based on our success and tremendous response. We aim to establish the Udayan Shalini Fellowship in at least 4-5 new cities annually. By 2025, our vision is to empower 20,000 Shalinis across the country. We will continue to foster partnerships with educational institutions, NGOs, corporations, and government bodies to amplify our efforts and create a supportive ecosystem for young women's empowerment. We will further enhance our mentorship program by continuing the training of mentors and creating a robust network of guidance and support. Our focus remains on holistic development. We will continue to offer financial aid and comprehensive life skills, career guidance, and personal development opportunities that empower Shalinis to thrive in various spheres of life. In pursuit of this, we are deeply committed to upholding the values that define Udayan Shalini Fellowship. With the support of our dedicated team, partners, mentors, and donors, we are confident that our vision of a brighter and more empowered future for young women will become a reality.

Pragnya About the Program



The Pragnya Fellowship program, launched in 2015-16, perpetuates the vision of our Patron and Trustee, Mr. Suresh Neotia, in whose memory this program was instituted. It aims to empower the financially constrained but high-achieving students from our Udayan Shalini Fellowship and Udayan Ghars to pursue Postgraduate education. With an equal emphasis on merit and need, the fellowship program supports their studies, granting them flexible loan scholarships and mentoring support. The selected students are connected with successful professionals as mentors until the students get settled. This effective mentoring support and industry-specific counseling are intended to facilitate better employment and quality of life for these young adults.

16 No. of fellows since inception

07 No. of current beneficiaries

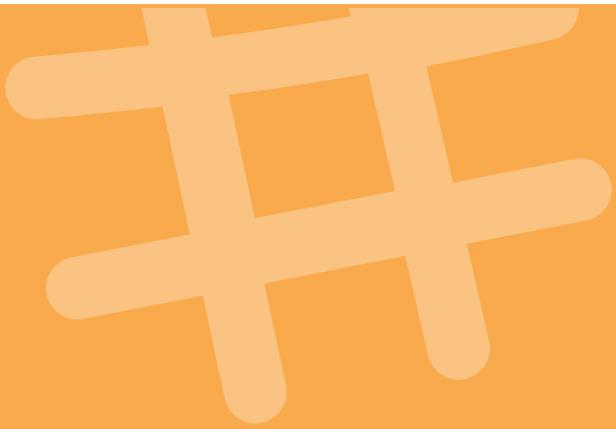


03 *Skilling and Livelihood*





03



SKILLING & LIVELIHOOD

The balance between skill and opportunity shapes the trajectory of young lives. Our Skilling & Livelihood programs are designed to equip young people with the essential tools to master this balance, ensuring they are prepared to navigate life's challenges with confidence and strategic thinking.

For many underprivileged youth, education alone is insufficient. At Udayan Care, our Skill Development Centres bridge this gap by offering a comprehensive range of vocational training, financial literacy, and digital education. This holistic approach reassures us that we are equipping youth, girls, and women from underserved communities with the skills and knowledge they need to succeed in today's competitive job market.

Our programs go beyond technical training. We foster personal growth and resilience by combining vocational courses with holistic life lessons. By equipping our beneficiaries with coding, graphic design, accounting, and digital literacy skills, we ensure they are well-prepared to seize opportunities in the dynamic workforce. Additionally, our placement support helps connect them to entry-level jobs, transforming them into skilled agents of change.

Through our Skilling & Livelihood programs, Udayan Care is shaping a future where every young person has the opportunity to thrive. By combining skill and chance, we empower individuals to build fulfilling careers and contribute to a more equitable society.

Programs Representing our Skilling and Livelihood Efforts



**Udayan Care
IT Program**



**Skill Development
Centres**



About the Program

The Udayan Care Information Technology Program was initiated in 2004 to "Bring IT closer to the underserved communities and empower them for better job prospects." The program offers job-specific and digital literacy courses and includes a placement cell that collaborates with companies to ensure students secure relevant jobs with competitive entry-level salaries. Since 2015, the placement cell has collaborated with 275 employers, providing placement support to 5922 youth.

With the following developed roadmap for 2023-24, the Udayan Care IT Program team expanded its wings, establishing 3 new IT centres and completing the due-diligence process of 4 more centres to ensure the operations of 15 accredited centres by the National Skill Development Corporation (NSDC). During the said period, we have conducted 401 activities, including co-curricular, life skills, exposure visits, industry expert sessions on POSH, POCSO, resume building, how to explore job sites with the help of 67 industry experts from different corporates, like HCLTech, F5, AMD, Microsoft, Ciena, ICICI, Mercer etc. During the same period, the team planned significant events like the Grand Alumni Meet, Campus Placement Drives, Typing, Accounting, Graphic competitions, etc.

Need of the Program

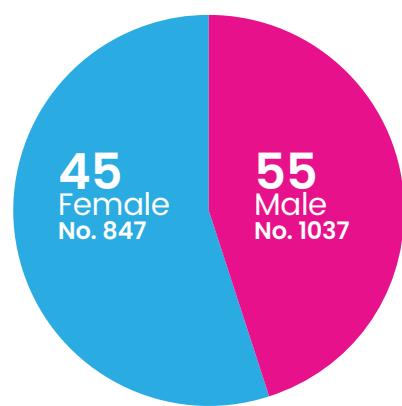
According to the World Bank, the CMIE Consumer Pyramids Household Survey 2021-22, and the McKinsey Global Institute Report 2020, India needs to create at least 90 million new non-farm jobs by 2030 to absorb new workers. The problem reveals a massive skill gap, the biggest contributing factor to unemployment across India. According to the Global Business Coalition for Education (GBC-Education), UNICEF, and the Education Commission, "More than 50% of Indian youth are projected to lack the education and skills necessary for employment by 2030." There is a grave disconnect between the demand and supply of skilled manpower in the country. Udayan Care IT Program is designed to reach youth from lower socio-economic strata and provide them with opportunities to upskill in courses like Accounts Executive (Tally Prime), Data Entry Operator (MS Office), Graphic Design, Customer Care Executive (Telecom), Retail Sales Associate, Python Developer and digital literacy, making them job-ready. This program serves as a ray of hope in the lives of underprivileged youth.



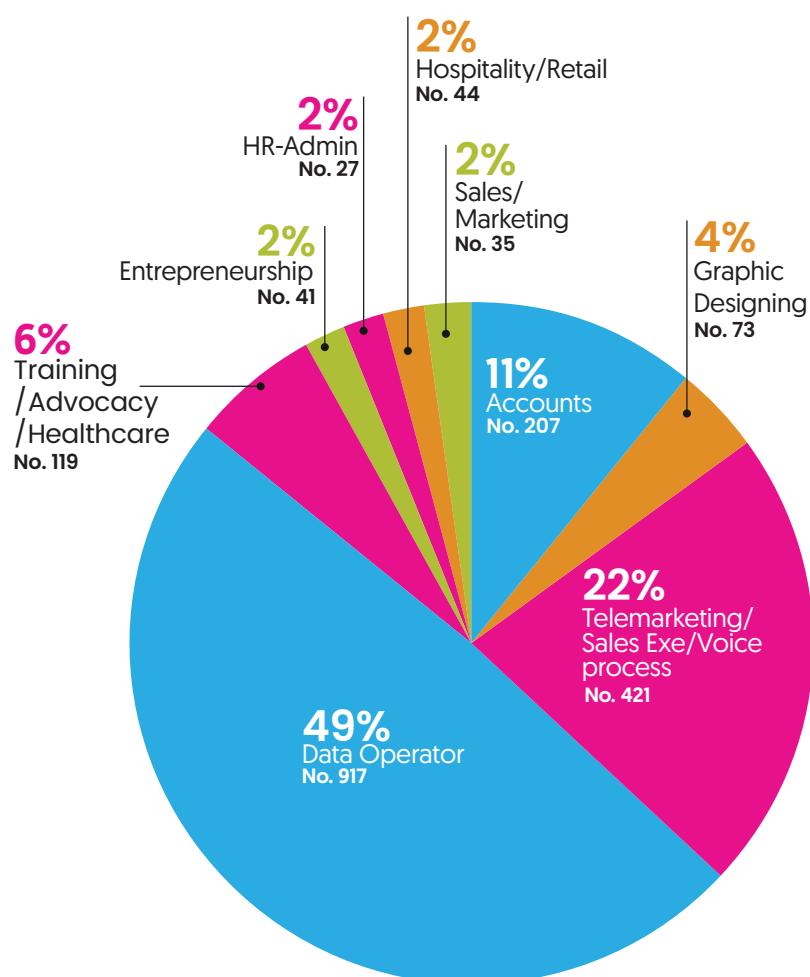
Impact so Far 2023-24

Particular	Total Numbers	
Enrolments	3359	Female 1664 (49.54%) Male 1695
Certification	3195	JSC 2130 DL 1065
Placements	1884 (88% against JSC certification)	
Employers	71 (New 2023-24) 275 (Total on-boarded so far)	

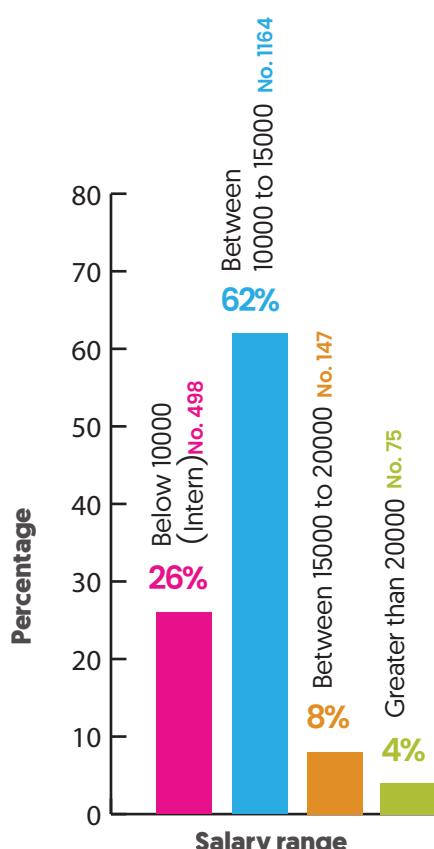
Gender Ratio of the Beneficiaries

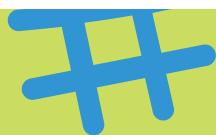


The Placement Percentage of the Students



The Salary Range of the Students





Salient Features of the Program

Short-term designed job-oriented courses for youth not regularly involved in academic programs.

Well-organized computer centres with all the necessary facilities and high-end infrastructure.

Quality training with highly subsidized fees, even substantial freeships & concessions.

Separate team to follow proper student training and assessment process.

Separate team to work on placement of students, internship opportunities, retention rate study, etc.

Facilitate/organize workshops, co-curricular activities, industry expert sessions, career guidance, cyber awareness, social campaigns, and exposure visits to work to boost students' confidence levels and open their horizons of learning.

Dedicated staff and time slots to organize specific training on personality development, soft skills & English communication for the students.

Alumni Network to connect beneficiaries to motivate them towards "Giving Back".

Courses & Certifications Offered



Name of the course	The age group of the targeted beneficiary	Course duration
Domestic - Data Entry Operator (DEO)	18 – 25	4 Months
Accounts Executive (Tally Prime)	18 – 25	3 Months
Desktop Publishing (DTP)	18 – 25	4 Months
Customer Care Exe. (CCE) – Domestic	18 – 25	3 Months
Community Technology Skills Programme (CTSP)	Above 14	3 Months
Graphic & Print Design	18 – 25	6 Months
Diploma in Computer Application (DCA)	18 – 25	6 Months
Retail Sales Associate	18 – 25	3 Months
Python Developer	18 – 25	6 Months

Program Expansion

In 2023-24, we saw a remarkable start. On May 15, Udayan Care inaugurated its 20th IT Centre at New Kondli, East Delhi, in collaboration with Ciena, and 21st IT Centre in Mumbai in partnership with Karuna Kui Foundation & Ciron Drugs Pharmaceuticals Pvt. Ltd., and 22nd IT Centre in Noida Sec 57 with the kind support of Coforge.

Our New Kondli IT Centre was formally inaugurated by Mr. Vinit Sharma (Head Legal, CSR, CIENA) and Mr. Kailash Chandra (Senior Manager, CIENA), along with Dr. Kiran Modi (Managing Trustee), Ms. Anjali Hegde (Executive Director), Shri Deepak Sharma Ji (Trustee), and Mr. Manoj Shrivastava (Assistant Director).

The Mumbai IT Centre was formally inaugurated by Shri Devendra L. Shah (MD – LP India Pvt. Ltd.), Shri Kirti T. Shah (Chairman), Shri Samir Shah (Director), Shri Keyur Shah (Director), and Shri Laxmichand Shah from Ciron Drugs Pharmaceuticals Pvt. Ltd. Also present were Smt. Vandana Dalal (USF Mentor), Ms. Anita Amarnath (USF Convener), and Mr. Manoj Shrivastava (Assistant Director).



Workshops & Activities

The Udayan Care IT Program team continuously works to ensure youth's holistic development through regular soft skills and personality development classes. Additionally, we engage our students with specific training sessions, workshops, and co-curricular activities. A few highlighted activities, organized with the help of internal and external volunteers (industry experts), are listed below.

Life Skills	7
Career Guidance	7
Practical Practices - Field	11
Co-curricular Activities	234
Social Work	35
Industry Expert Session	55
Competitions & Programs	51
Use of Technology	1
Total Activities	401

Corporate Volunteer Engagement

We collaborate with numerous companies through CSR funding to ensure smooth project operations, always embracing cross-learning with our partners. This exchange enriches our training programs, offering valuable insights from volunteers that help prepare our beneficiaries for the workforce. In 2023-24, we engaged 67 volunteers from corporates and organizations like Mercer Consulting India, HCLTech, Ciena, F5, AMD, and Microsoft. Below are some key activities from this collaboration.



Expert Training Session by HCLTech Employees

HCLTech employees volunteered at Udayan Care's Noida IT Centre in collaboration with the HCL Foundation. From April 2023 to March 2024, we partnered with three dedicated professionals. Mr. Kartik Venkat led personality development sessions for 20 DEO students, while Mr. Abhishek focused on enhancing communication and interview skills. We were honoured to have Col. Davinder Kassal, HCLTech's Head of Security Operations, join us at the Grand Alumni Meet. Their contributions greatly enriched our training program and made a lasting impact on our students and alumni.

Mercer Consulting Volunteers Lead Advanced Excel Workshop at Kasna IT Centre

On May 19, 2023, 10 volunteers from Mercer Consulting India visited Udayan Care's Kasna IT Centre to conduct a hands-on session on advanced Excel techniques. Led by Mr. Biswajeet Banerjee and Prasoon Aggarwal, the team demonstrated key Excel formulas and shortcuts to streamline tasks. After the session, students completed practical assignments with guidance from the volunteers. The day ended with fun activities, and the volunteers were presented with handmade bouquets as a token of appreciation.



Noida IT Centre Students Experience HCLTech Campus on Exposure Visit

On July 31st, 10 Udayan Care's Noida IT Centre students visited the HCLTech campus for an insightful "meet and greet" session, accompanied by their soft skills faculty, Ms. Mansi. Held at the Kiran Nadar Museum of Art auditorium, the event featured five HCLTech professionals who engaged with the students, discussing career aspirations and offering valuable tips on preparing for opportunities in multinational companies.



Youth Leadership Training by IREX

We thank IREX (International Research & Exchange Board) for offering Udayan Care's IT Centre youth the opportunity to participate in the Learn to Discern India Academy (L2D-IA) program, which empowers tomorrow's youth leaders. Two of our staff members, Ms. Mansi Vaid and Ms. Meghali, from the Noida IT Centres and Vinod Nagar, completed the 4-month training, which included two full-day workshops each month, held at the American Centre in Connaught Place, New Delhi.

Exposure visit hosted by Microsoft and F5 in Hyderabad

48 Udayan Care's Hyderabad IT Centre students visited the Microsoft office and attended a full-day workshop session. The session included career guidance, confidence-building exercises, peer group activities, team building, and Python programming. 24 students pursuing the Python course at our Hyderabad Centre had the opportunity to visit the F5 office and attend sessions led by six of their employees on Python tools, communication, and personality development.



Staff Capacity Building

In 2023-24, Udayan Care implemented a 7-day training program for new hires, focusing on system and ERP management, curriculum orientation, and reporting processes. To further enhance staff skills, we conducted 9 sessions with industry experts covering key topics such as POSH, leadership, and time management, ensuring well-rounded professional development.





Events

Daan Utsav: Celebrating the Joy of Giving

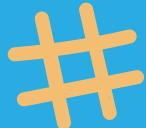
Every year, Udayan Care's IT Centres enthusiastically celebrate Daan Utsav's 'Joy of Giving' week. The event symbolizes 'giving back,' supported wholeheartedly by our students. In line with the Prime Minister's campaign, "Ek Tareekh, Ek Ghanta, Ek Saath," focused on community cleanliness, all IT centre staff and beneficiaries joined hands to participate. The local community well-received the initiative, making a meaningful impact and fostering awareness.



First Graduation Ceremony at New Kondli IT Centre

We proudly held our inaugural graduation ceremony at the Udayan Care Computer Learning Centre in New Kondli, supported by Ciena, India. A total of 47 students received their certificates upon completing their IT training. Our dedicated placement cell team facilitated employer engagement, resulting in 20 graduates securing data operations and accounts positions, marking a significant milestone in their professional journeys.





4th Grand Alumni Meet: Celebrating Milestones Together

On January 28, 2024, the Udayan Care IT Centre Program team proudly hosted the 4th Grand Alumni Meet at Arya Auditorium in Delhi South, kicking off Udayan Care's 30th anniversary celebrations. The event attracted over 450 alumni from 21 IT centres across six states, alongside 60 esteemed guests, including funding partners, board members, Udayan Ghar mentor mothers, senior alumni, Udayan Shalini Fellowship (USF) conveners, senior leadership team members, directors, volunteers and employer partners. The grand opening ceremony featured performances from 41 current students representing the spirit of celebration for 30 years of Udayan Care, 20 years of USF, and 10 years of the Institutionalised Children and Beyond (ICB) journal, unveiled with the logo '30-20-10.'



Campus Placement Drive: Connecting Youth with Opportunities

The Udayan Care placement cell team monitors placements and strategically engages with employers. In August and February, youths completing job-specific courses at our Delhi-NCR centres received targeted support for placements. We hosted two major campus placement drives. The 3rd drive at our Noida IT Centre featured 21 recruiters from seven companies, including My Money Mantra and Tech Mahindra. Over 250 youths were interviewed, resulting in 167 selections with average salaries ranging from Rs. 10,000 to Rs. 14,000 monthly. The 4th drive in Govindpuri saw 13 recruiters from six companies, offering over 600 job openings. More than 160 youths participated, with 130 selected for average salaries between Rs. 11,000 and Rs. 18,000 monthly.



Shining Stars

Shruti

Shruti, a 3-month Accounts Executive (Tally Prime) program graduate at HCLF – Udayan Care Yuvakendra, secured her first job at EXL Services Pvt. Ltd. with a salary of 17,000. After 1.5 years, she moved to Genpact (Noida) as a Process Developer (Band V), earning over 35,000.

Now, Shruti mentors current Yuvakendra students and represents Udayan Care at various events, including client visits at HCLTech, while serving on the Alumni Committee.

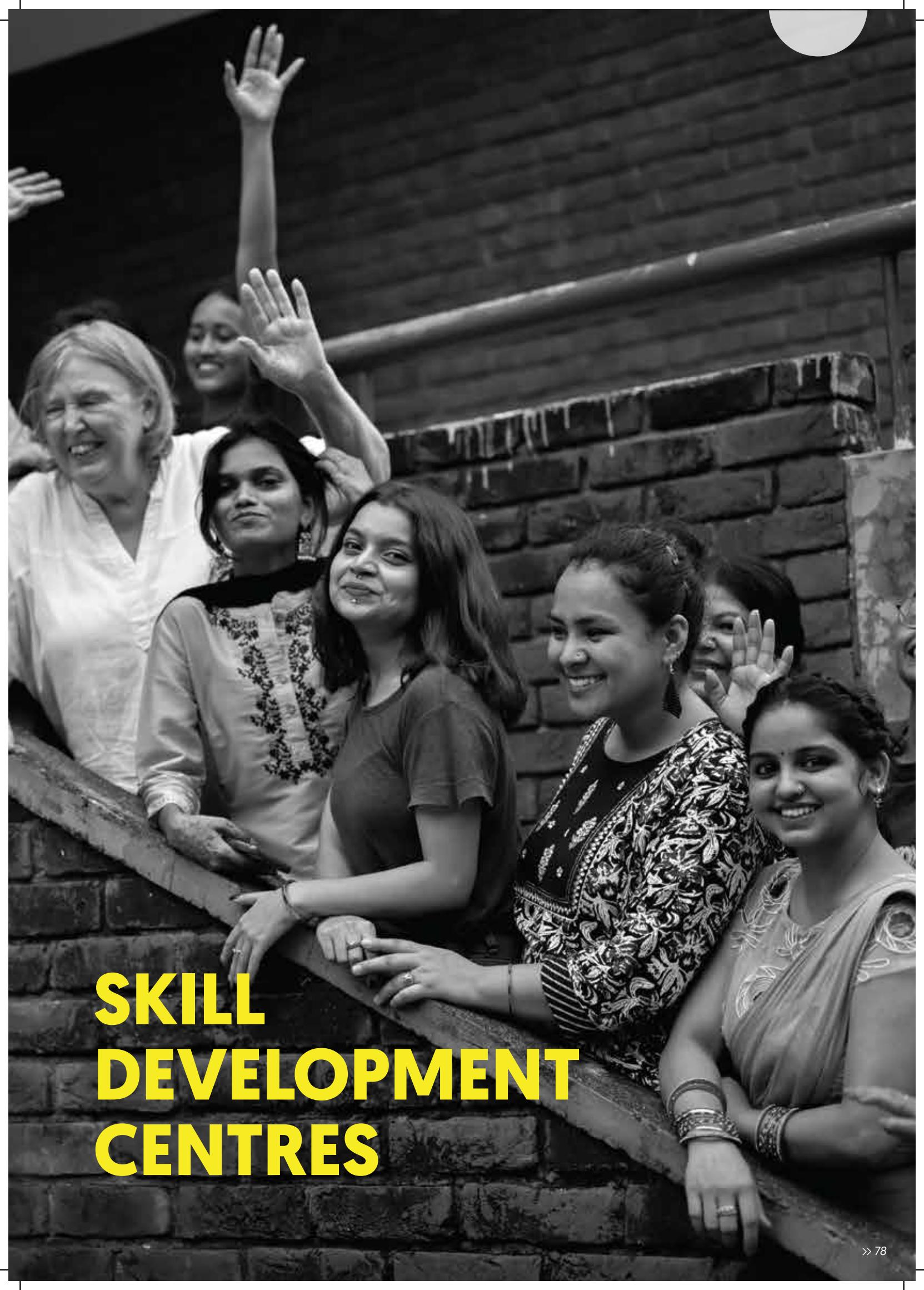


Roshan

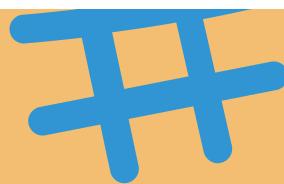
Roshan, from Samastipur, Bihar, moved to Khichripur Village, East Delhi, with his father, who runs a small food stall to support the family. Encouraged to pursue a professional career, Roshan enrolled in a 6-month graphic design course at the Vinod Nagar IT Centre, leveraging his drawing talent.

After completing his course, he interned at Digi5Media, earning 8,000. This experience equipped him to secure a position at KPT Piping System Pvt. Ltd. as a Graphic Designer, with a salary of 25,000 per month.





SKILL DEVELOPMENT CENTRES



About the Program

Empowering women with life skills enables them to secure meaningful employment, attain financial independence, and live with dignity.

In line with Udayan Care's mission 'to facilitate every adult the dignity of self-reliance', the Skill Development program's mission is to provide vocational skills to individuals from low-income families. The first skill centre was started in Greater Noida in 2004 and offered vocational courses in beauty, tailoring, computer, and arts & crafts. In 2018, Udayan Care set up a skill centre in Srinagar (Uttarakhand), which was later shifted to Pauri in 2020. It offers training to the locals. The aim is to create a talent pipeline by equipping aspirants with skills in basic computer software, multimedia, accounting, hospitality, sewing and embroidery, beauty, yoga training, etc. The Pauri Centre also set up Udayan Care's first Citizenship Entitlement Advisory Bureau, which informs anybody from the area of Central & State Government schemes which apply to their situations and assists them in making their applications online.

Objectives of the Program



Offer vocational training to young girls and women, expanding their career prospects and livelihood opportunities.



Equip disadvantaged girls and women with the knowledge and skills to make informed decisions that enhance their personal, financial, and social well-being.



Foster the holistic growth and development of families in underprivileged communities.



Promote personality development and communication skills as key elements of youth education, enhancing job readiness and employability.

Salient features of the Program

- A wide range of courses
- Highly subsidized fees, including freeships to deserving candidates
- No minimum academic eligibility
- Playrooms for kids while mothers are training
- No upper age limit

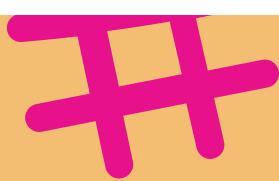
Courses Offered

Pauri Garhwal Skill Centre

Trainer	Course	Beneficiaries
Neeta Bisht	Stitching	51
Chandramaulika	Computing	71
Shubham Dhyani	Citizenship Advisory	35
Vidhata Devi	Grooming	34
Geeta Devi	Playschool	30

Greater Noida Skill Centre

Trainer	Course	Beneficiaries	Home	Outside
Neha Prajapati	Stitching	10	24	
Neha Kumari	Graphic Design	1	4	
Beena Thapa	Jewellery Making/ Paper Craft	12	2	
Sangeeta	Beauty and Grooming	19	16	



Events

7 Days of Diwali Delight: A Huge Milestone for Sukriti

Sukriti's 7-day Diwali celebration (2023) was a resounding success! We showcased our finest festive products at seven different locations: corporate exhibitions at Tata Consulting Engineers in Noida, Multiplier Brands Solutions Pvt. Ltd., WS Atkins, and Coforge Ltd., and popular events like Lights and Delights, Worldmark, and Golden Leaf at Taj Palace, Delhi. We displayed various festive products for Diwali, Navratri, Durga Puja, Bhai Duj, and more. From vibrant torans and hand-painted diyas to exquisite Diwali gifting products, our collection brought the essence of these celebrations into people's homes, adding elegance to festive decor.

Sukriti's Contribution to the Udayan Care Fundraising Dinner

At the Udayan Care Fundraising Dinner, Sukriti made a significant contribution, including creating all the garments worn by our models for the Fashion Show held during the dinner, marking the celebration of Udayan Care's successful completion of 30 years. SDC proudly exhibited alumni artwork, showcasing how their skills placed them on par with professionals in their respective fields. The guests also purchased some of these artworks.

Knitting Workshop in Pauri Garhwal

The 7-Day Knitting Workshop, conducted from February 28th to March 5th, 2024, at a nearby village, was a remarkable initiative garnered significant attention and participation. Led by Pathik Chaudhary, the esteemed founder of Tantuk Himalaya Pragati Samiti, the workshop enabled the village Self Help Group women to improve their knitting skills. Udayan Care will provide each group with raw materials and designs to create knitted items sold under Udayan Care's brand 'Sukriti'.

Sukriti by Udayan Care

A Label to Stand Out

Sukriti, meaning 'Beautiful Creations', envisions the transformation of lives. It embodies the core mission of creating livelihoods and fostering financial independence through vocational training. We are immensely proud to showcase an array of sustainable handcrafted products meticulously designed by our skilled women.

Brand Ethos

Our philosophy is centred around our commitment to uplifting the lives of the artisans behind our Sukriti products.



We are dedicated to enhancing livelihoods in India by creating self-sustaining communities through self-help groups. By providing vocational training,

community building, and mentorship, we aim to uplift women, ensure sustainable products, and spark positive, widespread change across villages.

Products

Sukriti embodies a symphony of exclusive handmade products and an eco-friendly approach.

Our design philosophy is grounded in the belief that our choices matter. We strive to minimize the environmental impact of our materials and methods.

Drawing inspiration from the natural world, we create unique Sukriti products using organic materials wherever possible, showcasing exquisite craftsmanship.

Sukriti offers a diverse range of products.



Success stories



Neetu's Journey with the Udayan Care Skill Centre

Neetu discovered the Skill Development Centre in Greater Noida, where she enrolled in the stitching course. Later, she secured a trainee position in the centre, where she developed her artistic skills in Sewing, Jewellery making, and Beauty Therapy. At the fundraising dinner, Neetu's talent caught the eye of Mr. Rajnish Virmani, a long-term volunteer at Udayan Care, who ordered 22 pieces of her heart design cushions which showcased her talent.

"I really enjoy making new designs of clothes."



Somiya Soni's Journey to Success

Somiya Soni embarked on her journey with our Beauty therapy program. Coming from a middle-class background with Hindi-medium schooling, Somiya initially struggled with self-confidence and communication barriers. However, recognizing their significance, she committed herself to self-improvement under her trainer, Sangeeta.

Through perseverance and under Sangeeta's mentorship, Somiya underwent a remarkable transformation. She became confident and prioritized her self-care and self-worth, enabling her to pass her exams with dedicated efforts, marking a significant milestone in her journey.

Today, after securing a position at a reputable salon, Somiya also extends her services to women in nearby areas through home visits. Her journey highlights the pivotal role of providing the right guidance and a support system.



Varsha's Journey to Entrepreneurial Success

Varsha's journey with Udayan Care Skill Centre began amidst her marriage, where she discovered an opportunity to pursue her aspirations. Without the chance to attend school in her younger years, Varsha always aspired to establish something of her own despite her husband's successful stationary shop.

The skill centre's Beauty Therapy course provided Varsha with an avenue to learn without the barriers of literacy or age limits. Today, empowered by her newfound skills, Varsha runs her beauty parlor. Her business supports her family and earns her high praise, particularly from her mother-in-law. She extends her gratitude to her trainer, Sindrela Mani, for imparting the art of beauty therapy and paving the way toward self-reliance and fulfillment.

The short-term students at Skill Centre Gr. Noida showcasing its quilled jewellery pieces



Sukriti's stall at the Udayan Care Fundraising Dinner

Sukriti's participation in the event at the District Court Surajpur, Gautam Buddh Nagar



Women's Day celebration at the Greater Noida Skill Centre marked by the theme of the year



Bollywood star Jacqueline Fernandez graced us with her presence at SDC Greater Noida

The knitting workshop with Pathik Chaudhary, the esteemed founder of Tantuk Himalayas Craft



The fashion show, a highlight of the evening, showcased outfits exclusively crafted in our skill centre in Greater Noida.

The knitting workshop with Pathik Chaudhary, the esteemed founder of Tantuk Himalayas Craft



Sukriti's Diwali stall at the Tata Consulting Engineers in Noida

SDC team at Greater Noida



The new collection: Ballad of Spring

Women's Day celebration at Pauri Garhwal centre



SDC team at Pauri Garhwal



Products



#



04 *Advocacy, Research and Training*

04

ADVOCACY, RESEARCH AND TRAINING

ART (Advocacy, Research, and Training) is a crucial pillar of Udayan Care. It focuses on influencing policy and practice to improve the care and well-being of children and youth, especially those in alternative care. Our advocacy efforts involve building discourse on family strengthening and family-based alternative care and aftercare through consultations, conferences and dialogues. At the same time, our research aims to generate in-depth evidence and impactful publications, and our training programs work to enhance the knowledge, attitude, and skills of children, care leavers, and child protection functionaries in different states of India. Our capacity-building sessions provide crucial support to children, youth, and child protection functionaries, enhancing their knowledge, skills, and practices better to prepare them for the challenges of today's world.

Using participatory methods and gathering insights from children, youth, and stakeholders, we develop practical recommendations that support care reforms and improve care practices that prioritise family care for children in India.

Over recent years, we've initiated several innovative programs, such as demonstration projects with state governments in partnership with UNICEF, the After-care Outreach Program (AOP), Learning in Fellowship Together (LIFT), FiT Families Together, and the facilitation of Care Leavers Networks locally and globally. These initiatives have introduced new care models designed to create more inclusive and supportive environments for children to thrive in families and to address the specific needs of children and young adults in alternative care settings.

ART portfolio thus includes:



Advocacy through Conferences and Presentations



Research and Evidence Generation through Publications and Knowledge Products



Training through Content Development, and Capacity Building of Different Stakeholders

Advocacy Through Conferences & Presentations



01

In May 2023, Dr. Kiran Modi was invited to join the International Advisory Board of a longitudinal 'Care Leavers Statistics' study organised by the University of Hildesheim with partners and attended its meeting in Frankfurt.

In June 2023, Dr. Kiran Modi championed the cause of Care Leavers in India at the AVPN Global Conference in Malaysia, in partnership with Micron Technology, and co-conducted a roundtable around Care Leavers' challenges and opportunities.

02



03



5th BICON - Biennial International Conference on Alternative Care for Children in Asia - Udayan Care and partners successfully delivered the 5th BICON conference on Alternative Care for Children in Asia, held in Kathmandu, Nepal, on September 6th and 7th. BICON focuses on the rights of children and young people without parental care. This event brought together over 400 delegates, including government representatives, academicians, and care leavers from across Asia. A strong delegation of team members and care-experienced persons from several parts of Asia effectively contributed through multiple presentations, sharing and conference support.

Dr. Kiran Modi, an elected INTRAC member, presented the situation and legal framework of Aftercare in India at the INTRAC Steering Group Meeting, held in September 2023 at the University of Sussex in Brighton, England. She also presented at the EUSARF Conference on 'Equity and Social Justice in Child, Youth, and Family Welfare', highlighting Udayan Care's child and youth care practices and showcasing the transformative model of Udayan Care's Aftercare Outreach Program.



On the jubilant occasion of 10 years of engagement, ICB Journal hosted "Care Conversations: ICB Podcast", with five podcasts featuring internationally distinguished personalities experienced in family strengthening and alternative care. The experts included Dr. Monisha Nayar Akhtar, Mr. Niels Peter Rygaard, Mr. Martin Punaks, Mr. Leon Fulcher, and Dr. Delia Pop. This series aims to serve as a platform to listen to the insights and wisdom of the subject experts that can empower different stakeholders, including policymakers, practitioners, and academicians working in this field.



Dr Kiran Modi and Ms Surja presented at two-panel discussions at the Roundtable on 30 & 31 January 2024 in Delhi, on 'Evidence for Children in India', organised by UNICEF India. Dr. Modi emphasised legal frameworks and Udayan Care's data-driven reforms, while Ms. Surja highlighted personal care leaver challenges, advocating for their inclusion in policy-making.

Research, Publications, & Knowledge Products

01

Trauma Informed Care and Resilience

Longitudinal Assessment of a Unique Alternative Residential Child Care Model was published in the Journal of Social Work and Social Development in April 2023. It investigates a longitudinal 5-year sample of 121 children without parental care, living in group residential homes, Udayan Ghars, established by Udayan Care, a non-profit organisation based in India.

Overcoming the Odds

03

Demonstrating the aftercare model of providing targeted support to care for experienced youth was published in the Scottish Journal of Residential Child Care in November 2023. It highlights targeted interventions with CLs at various levels through the Aftercare Outreach Program (AOP) of Udayan Care.

05

Monthly News Wrap Up & Resources on Family Strengthening and Alternative Care

This newsletter provides the latest updates on family strengthening and alternative care. It highlights recent developments from both international and Asian perspectives and includes a "Research at a Glance" section that showcases new resources such as publications and policy briefs in this field.

02

Learnings from the FamiliesTogether Initiative in Delhi

The Procedural and Preparedness Challenges of Deinstitutionalization in India was published in the Relational Child and Youth Care Practice Journal in May 2023. It reflects on the procedural preparedness for the sudden de-institutionalisation of children in care during the pandemic in Delhi.

04

Family Strengthening Interventions

A Practitioner's Perspective and Insights from the Field was published in CYC - Online, an e-journal of the International Child and Youth Care Network in February 2024. It highlights Udayan Care's role as a practitioner and describes its mission to strengthen family bonds and prevent unnecessary separation of children from their families.

Institutionalised Children Explorations and Beyond Journal



01



Celebrating the First Decade of ICB Journal:

The first decade of the Institutionalised Children Explorations and Beyond (ICB) Journal was celebrated by Udayan Care at 5th BICON, 2023 in Kathmandu, Nepal. A special September issue, "The Evolution of Alternative Care in South Asia over the Last Decade and Way Forward", was launched. It provides a compelling view of Alternative Care in seven countries with a way forward. This issue presented a collection of written interviews conducted with care-experienced youth from Bhutan, India, Nepal, and Sri Lanka to amplify their voices.

02



The March 2024 edition of ICB celebrated its decade-long academic journey. Expanding its focus to Asia, it delves into the complexities faced by children without parental care. Launched on March 19 at the 2nd Annual Round Table on Strengthening and Empowering Families in Delhi. It emphasises evidence-based practices in alternative care.

03

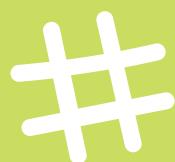


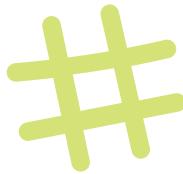
The esteemed international academic journal, 'Institutionalised Children Explorations and Beyond' (ICB), has now been recognised by the University Grant Commission and officially listed in the UGC Care List! ICB is an international, multidisciplinary, double peer-reviewed, academic, niche journal in Asia on Family Strengthening and Alternative Care for children and youth without parental care.



Capacity Building

- 01** Training in Bhopal focused on gender, sexuality, Prevention of Sexual Harassment (POSH), and Protection from Sexual Exploitation and Abuse (PSEA).
- 02** An "Aftercare Program and Role of Members of Child Welfare Committee" training session was conducted for CWC Chairpersons and Members of Uttarakhand and organised by NIPCCD Delhi.
- 03** 10 training sessions were conducted with master trainers and diverse staff members, focusing on subjects including the Social Investigation Report (SIR), Individual Care Plan (ICP), and the JJ Act.
- 04** In partnership with DCPCR, 11 mental health workshops under the theme "Recline Your Mind, Unwind Your Mind" were conducted in government schools reaching out to 633 children.
- 05** Dr. Itisha Nagar of Delhi University spearheaded a training session addressing "Diversity and Inclusion" in conjunction with International Women's Day.
- 06** Dr. Kavita Magnani from HAQ conducted a training session on Youth Safeguarding and POCSO.
- 07** A capacity-building session on "Mental Health Challenges and Positive Behaviour Development" conducted by Dr. Monisha Nayar Akhtar, Editor-in-Chief, ICB.
- 08** Ms. Kara Cousin, MJF, conducted a series of training sessions focusing on research, writing, storytelling, and communication skills.





Numbers that Made us Proud this Year

1867

Child Protection Functionaries Trained

65

Families Supported

189

Case Studies & Anecdotes

14

Number of Media Coverage

60

Mentor-Mentees Aligned

14

Partnerships & Collaborations with other Stakeholders

7860

Children and Youth Learning Through Life Skill Sessions

04

Publications

156

Number of Webinars and Trainings Attended

178

Social Media Posts

85

Interns and Volunteers Mentored

44

Partnerships & Meetings with Government Officials

270

Children and Youth Supported in Education

7938

Community Members Indirectly Reached

128

Presentations on Different Platforms

06

Research Undertaken

34

ICB New Authors Added

871

Children, Youth, and Families Linked Through Government Schemes

164

Youth Placed in Jobs

54

Care Leavers Network Meetings Held

7535

Number of People Reached Through Advocacy

05

States Provided Technical Support

17

ICB New Peer Reviewers Added

The Way Forward

ART focuses on influencing policy and practice through evidence-based research, Publication, documentation, and narrative building. We continue to amplify the local and global work, connecting the dots, harnessing available resources, and empowering the voices of children and youth.



#



05 Our Presence

05

OUR PRESENCE





UC USA

Udayan Care USA (UCUSA) was incorporated in 2009 by Udayan Care's international volunteers and donors - Jesse George-Nichol, Ricky Surie, and Seth Call, as well as Dr. Kiran Modi, founder of Udayan Care India. Since then, the Board has seen some transitions. During the last fiscal year, some members retired. These are Jesse George-Nichol, Minnie Singh, Rakhi Agarwal, Shraddha Gupta and Netoo Sethi. UCUSA extends its heartfelt gratitude to these members for their dedicated service to Udayan Care USA's mission. Their diligence in transitioning responsibilities to new board members is deeply appreciated. We are incredibly grateful for their dedication. We added four new members to the Board - Gokul Patel, Ruchi Saran (returning member), Shilpi Chatterjee and Ekta Patel. In 2023-24, UCUSA raised \$162,012 (out of which total expenses were \$3,398). During the same year, UCUSA provided Grants of \$177,695 to Udayan Care India in support of the three beneficiary programs, namely, Udayan Ghar, Udayan Shalini Fellowship (USF), and IT and Vocational Training (ITVT) Centres.

The current Board members are Deepak Sharma and Dr. Kiran Modi (both from India); Tarun Anand (President, based in California); Gokul Patel (Treasurer, in Charlotte, NC); Anitha Kosanam (Secretary, in Toledo, Ohio); Ruchi Saran, Shilpi Chatterjee and Ekta Patel. The Board's diverse geographic distribution promises increased awareness-building and fundraising efforts to further the goals of Udayan Care USA in the future.

Events

Udayan Care USA successfully launched two online campaigns to support UCUSA's fundraising efforts in 2022-23. The 2022 Giving Tuesday campaign, enabled on its parent Global Giving platform and launched in November 2022, generated approximately \$25,334 for UCUSA's girl education (USF) and children's home (Ghar) programs.

The second online campaign was launched (and is still ongoing) in the summer of 2022 after Board member Deepak Sharma launched his first book, *Wings to Fly*, about his life journey as a mentor father to Udayan Care children. All proceeds from the sale of the book in the USA went to the cause of UCUSA.



Donors

We are immensely grateful to all our individual and corporate donors who came on board and gave us the much-needed support. We thank our corporate donors who have continued with their annual significant donation pledges. These are Hewlett Packard, Bright Funds Network, Fidelity Charitable, International Children's Network, American Express (American Online Giving), and Global Giving (enabling platform).

We also would like to mention individual donors and Trusts who contributed a significant amount:

Rajiv & Latika Jain Foundation, Diljit Ahluwalia Family Foundation, The Shepard Family Foundation, Sandeep Dhand, Grant Hurst, Jesse George-Nichol, Rakesh Surie, Richard Deosingh, Vijay Parmar, Gokul Patel, Benjamin Tyszka, Tarun Anand, Glenwyn Baptist and Joel Holsinger. Some donor-directed endowment trusts are corpus donations that earn interest to support Shalini Fellows. These include the Dhand Endowment Trust Fund, the Sri Swami Shivom Tirth Endowment Fund, and the Sri Swami Vishnu Tirth Endowment Fund.

UC Germany

Founded in 2014 in Berlin by ten friends, Udayan Care Germany has been dedicated to supporting Udayan Care's initiatives in India. The Executive Board, unchanged since 2021, includes Thomas von Hake, Dr. Nina Aldag, Niels Hiddemann, and Dr. Kiran Modi. Juergen Osterhage, a journalist with extensive experience in India for a German TV channel, serves as Chairman.

Since 2015, Udayan Care Germany has consistently raised funds to support the Shalini Fellowship Program, empowering young women in India for a brighter future. This year, they also funded Udayan Care's Biennial event, BICON, which was held in Nepal.

Events

In October 2023, Nina, Floriane, Thomas, and Julia travelled to Delhi for an update from the Udayan Care Headquarters. They gained a detailed understanding of the organisation's activities, visited some Shalinis in their homes, and participated in the inauguration ceremony for the new Shalinis in Greater Noida. Meeting the dedicated staff and inspiring Shalinis was a true highlight of their visit.

Another memorable moment was their participation in the Vedanta Half Marathon, an unforgettable experience for all involved. The annual members' meeting took place virtually on December 12, 2023. The meeting began with a report on the India trip, a financial summary of the previous year, and a discussion of future plans. It was also decided that the next Charity Dinner will be held in 2025.

Donors

In 2023, UC Germany generously donated approximately €33,000 to Udayan Care India. Around €7,000 of this amount came from member fees and individual donations. Zoé Lu, a handbag label based in Munich with production in India, contributed €29,000 in 2022 as part of their six-year commitment. Udayan Care is deeply grateful for their ongoing support and generosity.

Special thanks go to Gerlinde Buechinger-Schmid for her continued financial contributions, which are highly valued. Additionally, members play a vital role in the annual donations, and their support is truly appreciated. These donations currently enable Udayan Care to support 160 Shalinis.

07

UNIVERSAL THEMES

Udayan Care offers multiple programs that address different stakeholders among children and youth. Some common themes resonate across all these programs' designs. These guiding principles have enabled us to create an environment where skill, opportunity, and community intersect, paving the way for lasting positive transformation in the lives of those we touch. We owe our scale, efficiency, and effectiveness to these universal themes cutting across all our initiatives.

Mentoring

“A mentor is someone who allows you to see the hope inside yourself.” - Oprah Winfrey

Mentoring, a transformative force, lies at the heart of Udayan Care's approach to nurturing children and youth, pivotal in their holistic development. At Udayan Ghars, voluntary, lifetime committed mentor parents serve as trusted guides, offering mental and emotional support while championing each child's cause at every stage. With 2 to 3 dedicated mentors per home, these relationships bring stability, fostering long-term attachments beyond the home into aftercare and alumni life.

In the Udayan Shalini Fellowship (USF) program, mentors are important in transforming every Shalini. These mentors, who are accomplished professionals and compassionate volunteers, provide personalized guidance, counselling, and life skills development. The program also features a unique Pyramidal Mentoring Structure, where senior fellows and former USF grantees act as mentors, creating a layered and supportive mentorship network.

In the Aftercare Outreach Program (AOP) and LIFT Fellowship, we match each young adult with a mentor. These mentors serve as the go-to resource during moments of challenge, providing motivation and direction when needed most.

At Udayan Care, mentoring is not just about guidance—it's about forging enduring relationships that shape futures and instil resilience in those who need it the most. Our mentoring programs have a profound impact, empowering our beneficiaries to overcome challenges and reach their full potential.



Volunteering

“The best way to find yourself is to lose yourself in the service of others.” - Gandhi

At Udayan Care, volunteers are the backbone of our mission. The unwavering dedication and commitment to service of these inspired individuals have been instrumental in our growth and success. Every year, our volunteers bring fresh perspectives, diversity, and energy, profoundly impacting our programs' governance, management, and success. Their contribution, whether in time, skills, or resources, is invaluable and greatly appreciated.

Our Volunteer Program is built around long-term, committed individuals passionate about creating lasting change. It welcomes individuals and corporate teams from India and abroad, offering them the chance to contribute their time, skills, and resources. Volunteers at Udayan Care are more than just participants—they are changemakers. Among our long-term volunteers are esteemed members of the Udayan Care Board of Trustees, the Advisory Board, Udayan Ghar mentor parents, Udayan Shalini Fellowship convenors, core committee members, Skill Development Centre Committee Members, the Board of our Institutionalised Children and Beyond (ICB) journal, and Trustees of Udayan Care's international chapters in the U.S. and Germany.

Convenors, committee members, and experts in their respective fields play a pivotal role in shaping our programs, offering strategic guidance, and ensuring robust collaborations with local partners, particularly within the Udayan Shalini Fellowship program.

Our volunteer program offers an enriching experience for individuals, corporations, and students, exposing them to the challenges and rewards of the social sector. It fosters civic engagement, social inclusion, and a deep sense of solidarity while helping volunteers discover new skills and talents. This year, we were honoured to have 102 interns and 195 volunteers support our initiatives, including volunteers from the UK and the US, whose contributions have been invaluable to our cause. By joining us, volunteers contribute to a brighter future for underprivileged communities and enrich their lives by becoming part of a global movement for positive change.

Our Internship Program is a hands-on learning experience that offers students a unique opportunity to gain practical experience in the non-profit sector. Interns from diverse educational and professional backgrounds make significant contributions to our mission. The programme is designed to immerse students in intensive, practical learning experiences across various aspects of the non-profit sector, allowing them to engage in areas aligned with their interests.

Our interns are from various disciplines, including management, communication, law, psychology, social work, and other relevant fields.

Giving Back

“It is every man’s obligation to put back into the world at least the equivalent of what he takes out of it.” - Albert Einstein

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Our interns are from various disciplines, including management, communication, law, psychology, social work, and other relevant fields.

Mental Health and Counseling

“If you are broken, you do not have to stay broken.” - Selena Gomez

Promoting positive mental health among the children and youth at Udayan Care is a cornerstone of our programs. At Udayan Ghars, we've built a comprehensive mental health framework based on the Trauma-Informed Care (TIC) model. This approach helps children come to terms with their past and equips them with the tools to shape their futures with resilience.

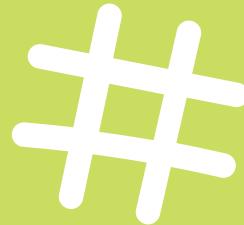
Our dedicated mental health team, which includes a child and adolescent psychiatrist, trauma specialists, and in-house counsellors, diligently addresses each child's diverse emotional and psychological needs. They provide consistent care, helping to foster emotional healing and growth.

Similarly, Shalinis in the Udayan Shalini Fellowship (USF) receive counseling at different stages, ensuring they can confidently navigate their personal and professional lives.

Mental health support extends across all our programs, including Aftercare Outreach (AOP), Families Together (FiT), LIFT, and various state projects. We collaborate with professional counsellors who provide individual and group sessions, focusing on mental well-being and psycho-social support. Additionally, we regularly engage experts to conduct training sessions for child protection workers, emphasizing self-care and mental wellness. These efforts enhance their well-being and benefit the children and youth under their care.

By prioritizing mental health, we ensure that every individual at Udayan Care can thrive emotionally, laying the foundation for a healthier, more empowered future.

08



COMPLIANCE REPORT

Major Objectives of the Trust

To provide protection and education to children and women and employability to youth, who are in difficult circumstances, by establishing dynamic processes/models of care, protection, training, and holistic development, in a Rights-based approach

To promote volunteerism and the spirit of 'giving back' to the society at large, including those from our programs

To develop structured research and documentation processes leading to publications on Child Protection and Education related issues

To influence the policy reforms and decision-making processes by lobbying, consultations, and creating awareness To evolve into a national level Capacity Building and Role model organization of consultative status, with credibility

Identity

Udayan Care is registered as a Public Charitable Trust. Trust Deed is registered on 11.02.1994 with Sub Registrar, Delhi, with registration no. 828 in Additional Book No. IV, Volume No. 2085 on Page No. 1-15

Udayan Care is registered u/s 12A & exempted under section 80G (5)(vi) of the Income Tax Act, 1961, with the Director of Income Tax (Exemption)

Registration No. u/s 12A: Regn. No AAATU0067FE2021401 dated 28-05-2021 valid till 31st March 2026

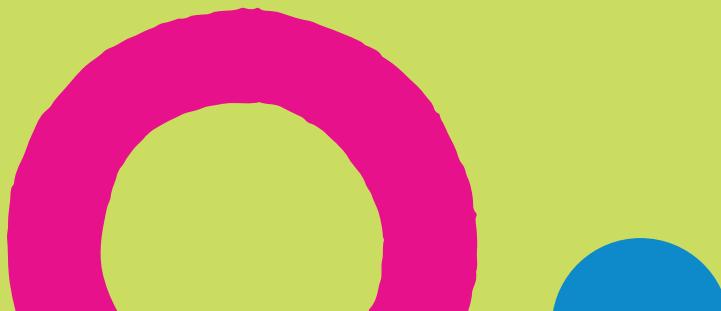
Exemption u/s 80G (5) (vi): Regn. No AAATU0067FF2021401 dated 28-05-2021 valid till 31st March 2026

Udayan Care is registered under section 6 (1) (a) of the Foreign Contribution (Regulation) Act, and its Registration Number is: 231650870 and has an approval letter dated 07-01-1998 which is valid till 23-12-2021

PAN: AAATU0067F

Udayan Care is an ISO 9001-2015 certified organization for its 'Quality Management Services'

Visitors are welcome to the addresses on the "contact us" link on our website www.udayancare.org.



Names & Addresses of our Bankers

State Bank of India,
11, Sansad Marg, New Delhi – 110001

State Bank of India,
33, Ring Road, Lajpat Nagar IV, New Delhi - 110024

Axis Bank Ltd.
B-6, Lajpat Nagar II, New Delhi - 110024

ICICI Bank Ltd., 834, Lajpat Nagar II,
New Delhi - 110024

Name & Address of Auditors

M/s. S. P. Chopra & Co,
Chartered Accountants
F-31, Connaught Place,
New Delhi - 110 001



Name and Address of Internal Auditors

M/s. Sahoo & Co,
Chartered Accountants
14, Palam Marg, Vasant Vihar,
New Delhi – 110057

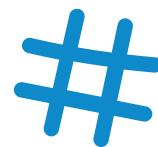


Governance

a) Details of Trustees: (as on March 31, 2024)

S. No	NAME	AGE	SEX	POSITION OF BOARD	OCCUPATION	AREA OF COMPETENCY	MEETING ATTENDED
01	Dr. Kiran Modi	70	F	Founder & Managing Trustee	Managing Trustee (Hon.)	Policy, Management, Operations, Strategy and fundraising	3/3
02	Dr. Shiv K Sarin	71	M	Founder & Managing Trustee	Medical Doctor	Policy, Strategy and fundraising	2/3
03	Ms. Meera Sawhny	59	F	Trustee	Entrepreneur	Policy, Strategy, HR, fundraising, and finance management	1/3
04	Ms. Rukmani Haldea	73	F	Trustee	Retired Civil Servant	Policy, Strategy, HR, Program Management and fundraising	3/3
05	Mr. Sanjay Gupta	64	M	Trustee	Development Professional	Policy, Finance, Strategy and fundraising,	3/3
06	Mr. Deepak Sharma	64	M	Trustee	Development Professional	Policy, Finance, Strategy and fundraising,	3/3
07	Ms. Pooja Mehra	46	F	Trustee	HR Professional	Policy Decision, Strategy for Prog. Management and HR	3/3





b) Details of Advisory Board Members: (as on March 31, 2024)

S. No	NAME	AGE	SEX	POSITION OF BOARD	OCCUPATION	AREA OF COMPETENCY	MEETING ATTENDED
01	Mr. Sanjeev Gupta	62	M	Member	Entrepreneur	Policy Decision and Strategy for Prog. Management	1/3
02	Mr. Sameer Mehta	49	M	Member	Marketing Professional	Policy Decision and Strategy for Marketing	1/3
03	Ms. Akansha Arora	43	F	Member	HR Professional	Policy Decision and Human resource management	2/3
04	Ms. Darshana Joshi	35	F	Member	Development Professional	Policy Decision and Strategy for Prog. Management	2/3
05	Mr. Arvind Gupta	57	M	Member	Legal Professional	Policy Decisions and Compliances	1/3

- The Board of Trustees and Advisors have met 3 times (25-07-23, 27-09-2023, and 27-03-24) in the FY 23-24. In those meetings, they have transacted the business of the trust, including approving the Audited Financial Accounts and Annual Report of the previous financial year and also approving the Programs and Budget for the year 2024-25
- The Board ensures the organization's compliance with laws and regulations.
- Minutes of Board meetings are documented and circulated to all members within a few days after the meeting commenced.

Accountability and Transparency

No remuneration, sitting fees, or any other form of compensation has been paid to any Trustees or Board members since inception. All are working on a Pro-bono basis.

The following reimbursements have been made to Trustees and Board Members: Travelling Expenses (to attend Board meetings) - NIL.

Head of the organization: (including honorarium) - Rs. 0.00 (NIL) (Head of Organization of Udayan Care is Managing Trustee who holds an honorary position)

Highest paid Full-time regular staff – Rs. 32.70 Lakhs per annum

Lowest paid staff (Full-time Regular staff) - Rs. 1.50 Lakhs per annum

Fee for Statutory Audit: Rs. 75,000 + GST

Fee for Internal Audit: Rs. 1,80,000 + GST



Staff Details

a) Staff as of March 31, 2024

EMPLOYMENT TYPE	REGULAR	CONTRACTUAL			
		Full Time	Part-time	Total	
Gender					
Male	89	24	2	115	
Female	158	32	3	193	
Total	247	56	5	308	

(b) Distribution of Staff According to Salary Levels (as of March 31, 2024)

SLAB OF COST TO COMPANY (IN RS.) PLUS BENEFITS PAID TO STAFF			
	Male	Female	Total
Less than 5,000	0	0	0
5,001 – 10,000	2	4	6
10,001 – 25,000	51	94	145
25,001 – 50,000	49	81	130
50,001 – 1,00,000	6	10	16
Above 1,00,000	7	4	11
TOTAL	115	193	308

Staff Sustainability

(as of March 31, 2024)

S. No	YEARS OF SERVICE	NO OF STAFF
01	Below 3 years	216
02	03 to 5 years	21
03	05 to 10 years	47
04	10 to 15 years	17
05	Above 15 years	7
	Total	308

Note 1. The staff table includes salaries of trainees, staff as well as paid consultants in the respective category

Note 2. Udayan Care follows the Minimum Wages Acts of its respective states. Hence, no staff is appointed or works less than the Minimum Wage in their respective states.

International Travel

Total cost incurred on international travel during the year: 4,04,073

Category	Name	Designation	Place/ Country Visited	Duration	Purpose	Amount (in Rs.)	Sponsored by External Orgn.
Trustee	Dr. Kiran Modi	Managing Trustee	Malaysia	20th-23rd June 2023	Presentation at AVPN Global Conference 2023	63,991	Fully Sponsored by hosts and donors
			UK	11th-23rd September 2023	Participation and Representation at INTRAC Steering Committee and Presentation at EUSARF International Conference 2023	2,01,097	
			Nepal	5th-9th September 2023	Organising and Presentation at BICON 2023	12,346	
Employee	Leena Prasad	Associate Director	Nepal	5th-9th September 2023	Organising and Presentation at BICON 2023	12,346	Fully Sponsored by donors
	Ranjana Srivastava	Associate Director				12,346	
	Dr. Gurneet K. Kalra	Manager				12,346	
	Surja	Team Member				13,541	
Beneficiary	Nimali Srikant Kumari	Care Leaver (Sri Lanka)	Nepal	5th-9th September 2023	Presentation at BICON 2023	37,162	Fully Sponsored by donors
	Krishma Singh	Care Leaver				13,010	
	Rakesh Guha	Care Leaver				13,541	
	Manoj Udayan	Care Leaver				12,346	

Prevention of Sexual Harassment (POSH)

Udayan Care constituted an Internal Committee (IC) on Sexual Harassment on February 23rd, 2014, as per the Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The IC meets periodically and evaluates the workplace, work culture, and healthy work environment that focuses on prevention and awareness, the behavior of staff with the opposite sex, and possible issues related to POSH. The current Internal Committee (IC) comprises of 5 members, out of which 3 of them are females. It has one presiding officer as the Chairperson of the committee and one external expert as ordained in law. We maintain mainly 2 registers comprising complaints received and also the Minutes Book. The minutes are recorded in the minutes book, and the soft copy is circulated among committee members on the same day. The minutes book is kept at the Head office and available for verification for other members and as a legal obligation. Moreover, Posters have been updated and shared widely with all units across all chapters.

The following table is the highlight of the cases and events during the year 2023-24 Summary of events

S. No	DETAILS NUMBERS	REMARKS
01	Number of complaints received	None
02	Number of complaints disposed	None
03	Number of cases pending	None
04	Number of awareness programs	06 sessions
05	Awareness through affixing posters	Done
06	Nature of Action taken	Not Applicable

Highlights of Financial Statements

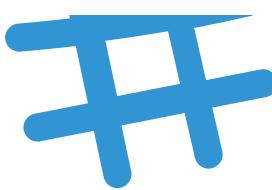


Basis of Accounting

The financials have been prepared using the historical cost conventional and accrual method. Income and expenses are accounted for using Generally Accepted Accounting Principles (GAAP) and Accounting Standards (AS) issued by the Institute of Chartered Accountants of India (ICAI) for NGOs wherever applicable, except where otherwise stated.

The income of the year has been segregated as Restricted and Unrestricted funds as per the guidelines issued by the Institute of Chartered Accountants of India (ICAI). The Restricted funds are those given by different agencies for a specific task or for specific projects; however, the Unrestricted funds are General Donations, Miscellaneous Income, etc.

During the year, the Trust mobilized funds from various sources with the efforts of Trustees, Board Members, Committee Members, Volunteers, and Staff, including financial aid from funding agencies, the corporate fraternity, other Trusts, and NGOs, as well as funds from individuals in India and abroad.



S. P. CHOPRA & CO

Chartered Accountants

31-F, Connaught Place, New Delhi 110 001

Ph. No. +91 11 4376 3317

AUDITORS' REPORT TO THE MEMBERS OF UDAYAN CARE

We have audited the attached Balance Sheet of UDAYAN CARE at March 31, 2024 and also the Income and Expenditure account for the year ended on that date annexed thereto.

Respective responsibilities of Management and Auditors

These financial statements are the responsibility of the entity's management. Our responsibility is to express an opinion on these financial statements based on our audit.

Basis of opinion

We conducted our audit in accordance with auditing standards generally accepted in India. Those Standards require that we plan and perform the audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of our audit.

We have no relationship with or any interest in the Association other than our capacity as auditors.

Opinion

We believe that our audit provides a reasonable basis for our opinion. In our opinion and to the best of our information and according to the explanations given to us, the financial statements read along with the notes give a true and fair view in conformity with the accounting principles generally accepted in India

1. in the case of the Balance Sheet, of the state of affairs of UDAYAN CARE as at March 31, 2024; and
2. in the case of the Income and Expenditure account, of the surplus for the year ended on that date.

for S. P. CHOPRA & CO.
Chartered Accountants
Firm Regn. No. 000346N

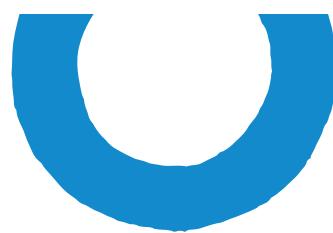



(NIRAJ GUPTA)
Partner
M No. 016599

UDIN -24016599BKBMJJ2365

New Delhi

Dated: Sep 18, 2024



RECEIPT AND PAYMENT ACCOUNT FOR THE YEAR ENDED ON MARCH 31, 2024



RECEIPTS	Amount in Rs.	PAYMENTS	Amount in Rs.
1 Opening Balances:		1 Payments	
[a] Cash Balance	84,363	[a] Addition in Fixed Assets (Net)	1,11,08,522
[b] Bank Balances	1,02,70,015	[b] Expenditure:	
[c] Fixed Deposits and Investments	27,81,10,367	i. Aftercare Outreach Programme	1,42,63,825
		ii. Learning In Fellowship Together	35,17,726
		iii. Demonstrated Alternative care	47,88,983
		iv. Advocacy, Research and Training	69,27,257
		v. Reintegration Project	49,37,025
		vi. Information Technology and vocational	3,87,22,819
		vii Skill Development	65,20,585
		viii Udayan Ghar Programme	5,74,94,578
2 Decrease in Net Current Assets	12,07,758	ix Udayan Shalini Fellowship Programme	13,00,37,886
(Excluding Cash and Bank)		x Programme Management Expenditure	2,60,44,736
3 Receipts		xi. Subsequent Donation	3,29,810
[a] General Donations	3,26,43,593		29,35,85,230
[b] Corpus Donations	88,87,294	3 Closing Balances:	
[c] Grants Received	28,23,01,277	[a] Cash in Hand	90,313
[d] Interest Received	1,75,18,759	[b] Bank Balances	1,21,38,384
[e] Revolving Fund	60,000	[c] Fixed Deposits and Investments	31,86,78,583
[f] Miscellaneous	45,17,605		
TOTAL	63,56,01,032	TOTAL	63,56,01,032

for **S.P Chopra & Co.**
Chartered Accountants
(Firm Regn. No. 000346N)

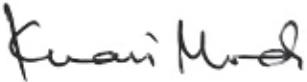

(Niraj Gupta)
Partner
M. No. 016599
Place : New Delhi
Date : Sep 18, 2024




(Nagesh Choudhary)

Director Finance

for **UDAYAN CARE**


(Dr. Kiran Modi)

Managing Trustee

INCOME & EXPENDITURE A/c
For The Year Ended on March 31, 2024



Particulars	Sch	2023-24	2022-23
INCOME			
Corpus Donation	I	88,87,294	67,95,600
Donation Received (including Donation in Kind)	VII	3,60,08,729	1,83,67,641
Grant Received	VIII	28,23,01,277	25,60,49,690
Revolving Fund	IV	60,000	3,28,000
Interest	IX	1,75,18,759	1,25,46,767
Other Income	X	45,17,605	44,55,514
Total		34,92,93,665	29,85,43,212
EXPENDITURE			
Direct Programme	XI	27,05,75,820	22,53,85,237
Programme Management	XII	2,60,44,736	2,62,07,586
Subsequent Donation		3,29,810	-
Total		29,69,50,366	25,15,92,823
Non Cash Charges:			
Depreciation	V	1,47,31,771	1,45,65,934
Income over Expenditure c/d...		3,76,11,528	3,23,84,455
Total		34,92,93,665	29,85,43,212
Income over Expenditure B/D and Transferred to :			
Corpus Fund	I	88,87,294	67,95,600
Revolving Fund	IV	60,000	3,28,000
Un-Utilized Restricted Funds	III	(1,56,57,590)	1,01,17,317
General Reserve Fund	II	4,43,21,824	1,51,43,538
Total		-	-

The Schedules referred to above form an integral part of the Balance Sheet

for **S.P Chopra & Co.**
Chartered Accountants
(Firm Regn. No. 000346N)


(Niraj Gupta)
Partner
M. No. 016599
Place : New Delhi
Date : Sep 18, 2024



for **UDAYAN CARE**


(Nagesh Choudhary)

Director Finance


(Dr. Kiran Modi)

Managing Trustee

BALANCE SHEET AS AT MARCH 31, 2024

	Sch	2023-24	2022-23
<u>Source of Funds:</u>		<i>Amount in Rs.</i>	
Trust Fund		1,000	1,000
Corpus Funds	I	16,03,27,688	15,14,40,394
General Reserve Fund	II	34,94,84,270	30,51,62,446
Un-utilized Restricted Funds	III	8,84,09,387	10,40,66,977
Revolving Fund	IV	29,33,746	28,73,746
Total		60,11,56,091	56,35,44,563
<u>Application of Funds:</u>			
Fixed Assets	V	26,70,30,563	27,06,53,812
Net Current Assets	VI	33,41,25,528	29,28,90,751
Total		60,11,56,091	56,35,44,563

Accounting Policies and Notes on accounts

The Schedules referred to above form an integral part of the Balance Sheet

for **S.P Chopra & Co.**
 Chartered Accountants
 (Firm Regn. No. 000346N)

for **UDAYAN CARE**



(Niraj Gupta)
 Partner
 M. No. 016599
 UDIN No - 24016599BKBMO2365
 Place : New Delhi
 Date : Sep 18, 2024




(Nagesh Choudhary)
 Director Finance



(Dr. Kiran Modi)
 Managing Trustee

Specific Grants (Rs. 2823 Lakhs)

Ghar Programmes
64,478,035

Udayan
Shalini Fellowship
131,035,002

IT Centres
Programmes
42,289,842

Aftercare Outreach
Programme
15,909,987

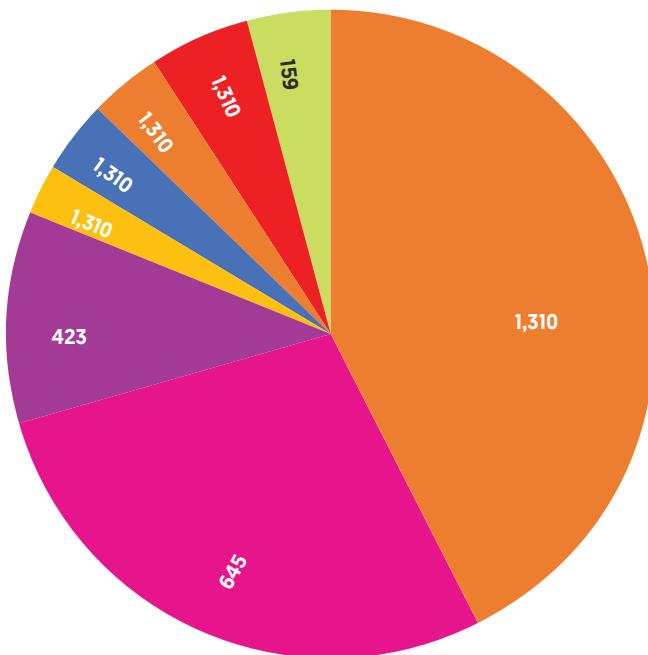
Learning In Fellowship
Together
3,923,700

Demonstrated
Alternative Care
5,341,671

Reintegration
Project
5,506,798

Advocacy, Research
and Training
7,726,719

Skill Development
Centre
6,089,522



Total Income During the Year (Rs. 3492 Lakhs)

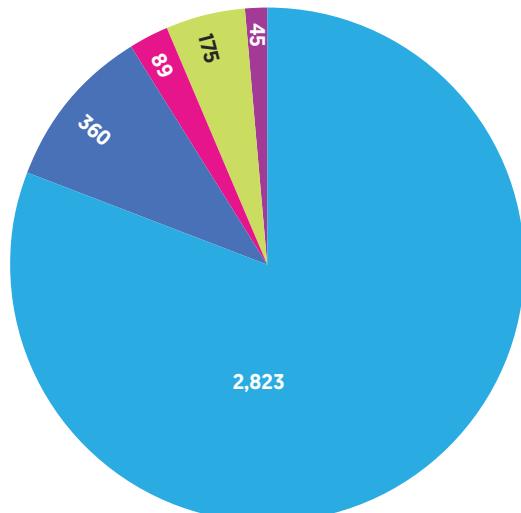
Specific Grants
282,326,276

General
Donations
36,008,729

Corpus
8,887,294

Interest Income
17,518,759

Others
4,517,605

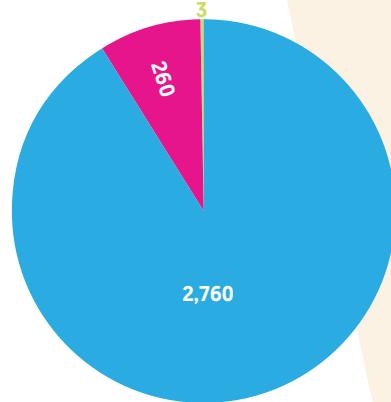


Total Outflow (Rs. 2966 Lakhs)

Direct Program
270,575,820

Program Management
36,008,729

Subsequent Donation
329,810



Direct Program (Rs. 2706 Lakhs)

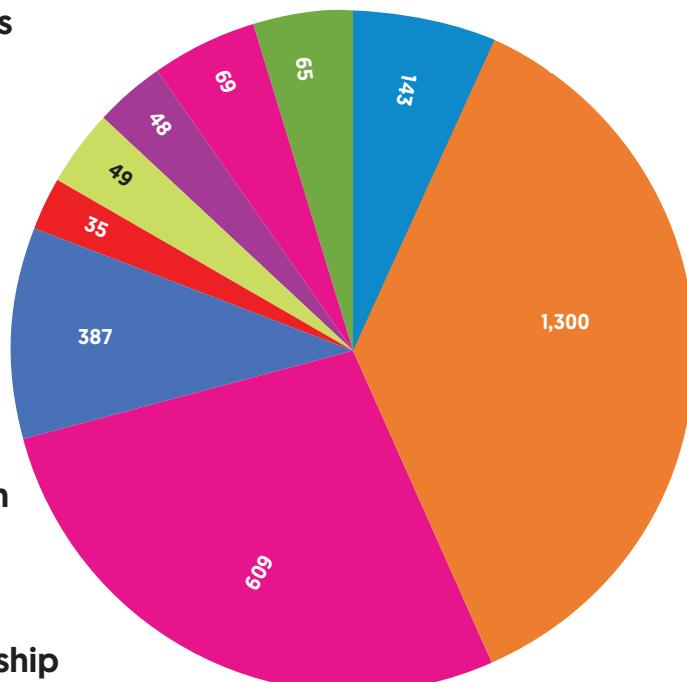
Home Programmes
60,859,714

Udayan
Shalini Fellowship
130,037,886

IT Centres
Programmes
38,722,819

Aftercare Outreach
Programme
14,263,825

Learning In Fellowship
Together
3,517,726

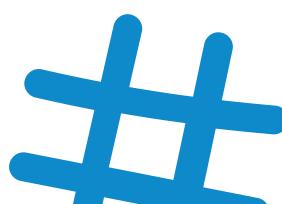


Demonstrated
Alternative Care
4,788,983

Reintegration
Project
4,937,025

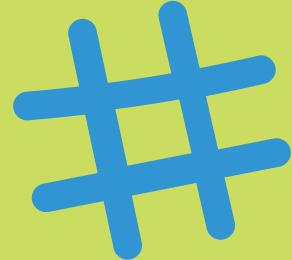
Advocacy, Research
and Training
6,927,257

Skill Development
Centre
6,520,585



09

THE UDAYAN CARE FAMILY



Trustee

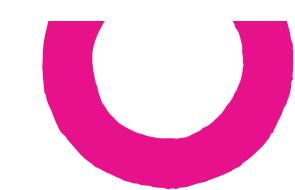
Deepak Sharma, Dr. Kiran Modi (Founder & Managing Trustee), Meera Sawhny, Pooja Mehra, Rukmani Haldea, Sanjay Gupta, Dr. S. K. Sarin (Founder Trustee)

Members of the Advisory Board

Akansha Arora | Arvind Gupta | Darshana Joshi | Madhu Gupta | Sameer Mehta | Sanjeev Gupta

Udayan Ghars-Mentor Parents

STATE	UDAYAN GHARS	MENTOR PARENTS
Delhi	Lajpat Nagar	Deepa Sibal, Isabel Sahni, Jainita Batra, Kiran Modi, Pamela Bhandari, Saroj Sethi
	Mayur Vihar	Madhu Gupta, Madhuri Paliwal,
	Mehrauli	Arti Mittal, Brinda Syali, Dolly Anand, Indu Bhalla, Subhadra Jindal
	Mehrauli (II)	Abha Jaipuria, Sarita Sachdev
Haryana	Faridabad	Deepak Kashyap
	Gurugram Boys	Arti Kapur, Ranjan Ghosh
	Gurugram Girls	Pradeep Mehra
	Kurukshetra	Ram Niwas, Sushama Sharma
Uttar Pradesh	Greater Noida	Deepak Sharma, Sunita Sharma, Suksham Gupta
	Ghaziabad	Pradeep Mehra
	Noida Boys	Amita Mishra, Anjana Jain
Rajasthan	Jaipur	Asha Bhatnagar, Madhu Jhala, Rukmani Haldea, Sheetal Bahri



Udayan Shalini Fellowship

Agra

Convenor - John Pradeep Ulrick
Core Committee Members - Adv. Namrata Mishra, Ashish Chakraborty, Dr. Neelam Mehrotra, Dr. Sushil C. Gupta, Jagpreet Singh Sachdeva, John Pradeep Ulrick, and P.S. Oberoi.

Aligarh

Convenor - Shalini Mahalwar
Core Committee Members - Indu Singh, Manisha Yadav, Pankaj Mahalwar, Shambhu K.N Singh.

Barabanki

Convenor - Vibha
Core Committee Members - Bineeta Saxena, Rajiv Gupta, Vibha

Chennai

Convenor - Naveen Narayanan
Co-Convenor - Maya Ramachandran
Core Committee Members - Ananthi, Annapoorni, David Bharath Kumar, Jothilakshmi, Kumaran, Shrinkla Chandok, Sripriya Hari, Umasree

East Mumbai

Convenor - Madhuri Gada
Core Committee Members - Arti Gandhi, Leena Gada, Shonila Jindal, Meera Satra

Gurugram

Convenor - Rajnish Virmani
Core Committee Members - Ankita Aggarwal, Ashish Chakraborty, Avtar Singh, Deepak Bhatnagar, Neelam Virmani, Sapna Pathak, Suresh Kaushik, Samta Ahuja.

Hyderabad

Convenor - Pallavi Kamat
Core Committee Members - Deepa Sundar, Kavya Chittaranjan, Ramya Vaidya, Renuka Chekkala, Shrinkla Chandhok, Vasantha Budugu

Ahmedabad

Convenor - Monal Shah
Co-Convener - Manjari Gupta
Core Committee Members - Dr. Arti Venkatesh, Manisha Joshi, Radha Thakershy, Vandana Agarwal

Aurangabad

Convenor - Shilpa Sharma
Core Committee Members - Anuradha Dhoot, Aanchal Machhar, Dimpi Machhar, Harshita Sikchi, Mamta Bagla, Madhavi Thirani, Manju Agarwal, Rashmi Kedia, Shilpa Sharma, Shailja Sanganeria, Sudha Bazaz

Bengaluru

Convenor - Arun Subramani
Core Committee Members - Mamata Mutt, Mubina Hussain, Prakash, Sowmya Saraff

Dehradun

Convenor - Vimal Dabral
Co-Convenor - G.S. Rawat
Core Committee Members - Dr. Daljeet Kaur, G.S. Rawat, Kamal Sharma, Neelu Khanna, Suman Tiwari, Vimal Dabral.

Greater Noida

Convenor - Ela Baijal
Co Convener - Deepak Sharma
Core Committee Members - Ashok Chakraborty, Brig. Arun Gupta, Commandore Rajan Bhandari, Manoj Mittal

Haridwar

Convenor - Roopal Arora
Core Committee Members - Astha, Jailaxmi, Sachin Thakur, Seema.

Jaipur

Convenor - Rukmani Haldea
Core Committee Members - Veenu Gupta, Santosh Agarwal, Neeru Saluja, Manish Kasliwal, Sheetal Bahri, Priyanka Kasliwal, Asha Bhatnagar, G K Tiwari, Krishna Bhatnagar

Kolkata

Joint Convenor - Parimal Ch Das
Core Committee Members - Pradeep Sureka, Parimal Ch Das, Gargi Goutam

Nashik

Convenor - Convenor Archana Saboo
Co-Convenor - Priya Hariharn
Core Committee Members - Renu Wavera, Joyce Padale, Mamta Panjwani, Vinita Banka, Adv. Komal Ahuja, Depalil Gupta, Shailja Kalchuri

North Delhi

Convenor - S.L Jain
Core Committee Members - Dr. Kiran Modi, D.A Mishra, Ashish Aggarwal, Sheel Aggarwal

Phagwara

Convenor - Neelam Pasricha
Core Committee Members - Kanchan Gilhotra, Kuldeep Krishan Sardana, Malkiat Raghbotra, Rita Thapar, Surinder Chopra, Sushil Sharma

Pune

Core Committee Members - Archna Aggarwal, Nayana Prabhu, Minal Jakhadi, Harshad Tathed, Narayan S

South Mumbai

Convenor - Vaishali Patel
Co-convenor - Pooja Mehra
Core Committee Members - Devangi Doshi, Harshini Parikh, Karishma Bhatia, Manisha Sangani Pooja Dharewa, Pratima Srivastav, Sweta Kapadia

Udaipur

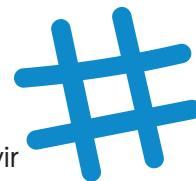
Core Committee Members - Shobha Karwa, Dr Minakshi Jain, Mridula Sharma, Ekta Nandwana, Nafisa, Mr Sanjiv Agrawa, Kanti L Jingar

Kalol

Convenor - Minu Hirode
Co-Convenor - Chaitanya Modi
Core Committee Members - Seema Ranka, Sharad Mohan

Kurukshetra

Convenor - Dr Sushama Sharma
Co-Convenor - Dr Ramniwas
Core Committee Members - Dr Raghuvir Tageja, Dr. Seema Pandey, Dr Harwinder Kaur, Deepak Chib



Noida

Convenor - Arun Talwar
Core Committee Members - Ashok Chakravorty

Panchkula

Convenor - Ashok Singla
Core Committee Members - R K Malhotra, Sushil Singla, Urvashi Bhalla, Vinita Diwan, Anil Kohli

Pilani

Convenor - Rukmani Haldea
Core Committee Members - Dr. Chandra Shekhar, Manish Chahar, Dr. Navin Singh, Nisha Jangid, Dr. V.K. Dube

South Delhi

Convenor - Sanjeev Gupta
Core Committee Members - Puneeta Puri, Amita Joseph, Neelam Mohan, Vijay Bharti, Riya Choudhary

Surat

Convenor - Dharmendra Savani
Co-convenor - Rajvi Reshamwala
Core Committee Members - Dhanesh Rathod, Sangeetha Rathod

Vadodara

Convenor - Minu Hirode
Co-convenor - Chaitanya Modi
Core Committee Members - Sharad Mohan, Seema Ranka, Mamta Baxi



Vikarabad

Convenor - Renuka Chekkala
Core Committee Members - Shrinkla Chandhok, Renuka Chekkala, Gopi Shetty Ramanamma, Bhavani

West Mumbai

Convenor - Anita Amarnath
Core Committee Members - Anita Amarnath, Anita Bajaj, Krittika Goel, Pooja Dharewa, Renu Baheti

Directors of Skill Development Centres

Isabel Sahni
(Honorary Director & Chairperson)

Pamela Bhandari
(Honorary Director, Finance)

Poonam Malhotra
(Honorary Directors, Marketing)

Suniti Dhindsa
(Honorary Director, Administration)

Tarjani Aggarwal
(Honorary Director, Production)

ICB Editorial Board

Monisha C. Nayar-Akhtar, (USA); Luis Aguilar Esponda, (UK); Rajeev Kumar, (India); Md Enamul Haque, (Bangladesh); Seema Arif, (Pakistan); Mallika R. Samaranayake, (Sri Lanka); Sumnima Tuladhar, (Nepal); Sumedha Gupta Ariely, (USA); Jhuma Bhasak, (India); Maria Rosaria Centrone, (Italy); Ian Anand Forber-Pratt, (USA); N. Janardhan, (India); Sushama Sharma, (India); Hiranthi Wijemanne, (Sri Lanka), Zubair Meenai; (India)

Senior Management Team

NAME	DESIGNATION
Anjali Harshavardhan Hegde	Executive Director
Nagesh Kumar Choudhary	Director - Finance
Leena Prasad	Associate Director - Advocacy, Research, Training and Community Engagement
Mukesh Joshi	Associate Director - Udayan Shalini Fellowship Program
Sanjana Bhowmicck	Associate Director - Communication
Ranjana Srivastava	Assistant Director - Advocacy, Research, Training and Community Engagement
Manoj Srivastava	Assistant Director - IT Program
Arun Kumar	Assistant Director - Fundraising
Prashant R Singh	Assistant Director - HR & VM
Reetu Mehra	Assistant Director - Udayan Ghar Program
Rajeev Kumar	Assistant Director - Accounts
Deepak Kashyap	Senior Manager - Administration

10 GRATITUDE

A Heartfelt Thank You for 30 Years of Support

As we reflect on three decades of Udayan Care's journey, this Annual Report serves as a testament to the unwavering support we've received from our incredible Trustees, Board Members, Core Members, Mentors, Volunteers, Partners, and Donors. Your compassion and dedication have been the driving force behind our mission, allowing us to uplift and transform the lives of those in need.

- Your generosity has been a lifeline, providing hope and opportunity to countless individuals striving for a brighter future. Whether through your time, skills, or financial contributions, your belief in our cause has fuelled lasting change and enriched the lives of those we serve.

Collaboration has been key to our success, and we are deeply grateful for the partnerships that have strengthened our efforts over the years. Your shared vision and expertise have magnified the impact of our programs, creating a ripple effect of transformation.

As we celebrate 30 years of resilience, compassion, and hope, we want you to take pride in the lasting change your involvement has brought. Udayan Care is more than an organization; it's a thriving community dedicated to building a brighter future for our nation's children and youth.

Thank you for being an integral part of this journey!

For the detailed gratitude report, visit

(<https://www.udayancare.org/annual-report-and-disclosures>)

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OUR SUPPORTERS

 A Future for Every Child	 SOCIETY	 Ruchika Club	 CSG	 amp FOUNDATION	
 PARC PILANI ATHAHERA RESOURCE CENTER	 GenNx360 India Advisors Private Limited	 Coforge	 syniverse.	 benevity causes portal	 Apax FOUNDATION
 D-Mart FOUNDATION	 heeru FOUNDATION	 Imperial auto	 Think Precision BRIGHT	 CAF America	 inlingua
Funded by  cienna	 HCLFoundation	 give	 O CRS CATHOLIC RELIEF SERVICES	 SAMVEDANA FOUNDATION	 FAIR CHANCE FOUNDATION
 DELTA	 RegalRexnord	 GIA	 EAT-N Powering Business Worldwide	 Samhita CGF	 KaushalKalp Strengthening Skills
 SIBAH AWALI PROJECT	 LUMINOUS	 genteq	 PARTNER	 ceri	 SRF
 Martin James FOUNDATION	 MG MORRIS GARAGES Since 1924	 MIRACLE FOUNDATION	 NatWest Group	 NAVNEETI FOUNDATION	 unicef for every child
 NCR ATLEOS	 AYAD INDIA CSR Advisory Services	 NISOL Nanotextiles Innovation Pvt. Ltd. (ISO 9001:2008)	 1E Work Wonders™	 zenoti	
 orbit exports ltd.	 PARKSONS PACKAGING LTD	 PAYOMATIX	 ROOP VK JAIN FOUNDATION	 RAMBOLL	 JINDAL SYNTHETIC LEATHER
 Taboola	 SHAH FAMILY FOUNDATION	 ShikshaDaan Touch Lives	 SILICON LABS	 SOS CHILDREN'S VILLAGES	 ZS
 UDAYAN care GERMANY	 United Way United Way Delhi	 United Way United Way of Baroda	 UDAYAN care USA	 dsm-firmenich	



Transform Lives with Your Generosity - *Join Us in Making a Difference!*

**Your donation can make a
significant difference by**

Ensuring children grow in the care & protection of a family

Empowering girls with the gift of education

Enabling individuals to gain sustainable livelihoods

Advocating for the rights of children & youth

Visit our website <https://www.udayancare.org/> to know more!

***Together, let's be the
change we want to see.***



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